



## **Sustainability Report 2023/2024**

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Name of organisation: Schüco Group

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# 1. General information

As one of the leading companies in the construction industry, Schüco is committed to being a pioneer in holistic sustainability. Through our products and services, we aim to make an active contribution to achieving the goal of climate neutrality in the construction sector and to keep valuable resources in circulation on a long-term basis.

In addition to total turnover, Schüco also reports turnover figures for its core business divisions: Metal Construction, Plastics and Schüco Services. The difference from total turnover relates to subordinate business activities which are therefore not reported separately.

	2024	2023	Change on previous year in %
<b>Total revenue in EUR million</b>	2,049	2,113	- 3.1
<b>Revenue from metal construction in EUR million</b>	1,646	1,676	- 1.8
<b>Plastics revenue in EUR million</b>	313	345	- 9.3
<b>Revenue from Schüco Service in EUR million</b>	35	28	25
<b>Investments in EUR million</b>	41,588	49,856	- 16.6

## 1.1 Business model and value chain

Schüco International KG, headquartered in Bielefeld, Germany, develops and markets system solutions for building envelopes made from aluminium, steel and plastic.

It is both the parent company and an operating unit of the globally active Schüco Group, which has a worldwide presence with over 50 companies as well as various showrooms and agencies in more than 45 countries. In Germany, the Schüco Group is represented at 17 locations. The following overview shows the most important companies within the Schüco Group.

Since 1964, Schüco International KG has been part of OTTO FUCHS Kommanditgesellschaft, a leading, internationally active company in the non-ferrous metals industry.

In 2020, both companies were transferred to a holding structure. Since then, Schüco and OTTO FUCHS have operated as independent subsidiaries under the umbrella of OTTO FUCHS Beteiligungen KG.

The Schüco Group develops and markets system solutions for windows, doors, façades, sliding systems, sun protection, ventilation and fire protection, available in a total of around 500 product ranges. In addition, we work with our partners to create bespoke solutions. In addition, we offer around 50 different processing machines as well as planning, drafting, costing and project management software. Comprehensive and versatile customer training courses round off our range of services.

Our core competencies lie in development, procurement, distribution and consultancy. This includes advice on certifications, planning with sustainable systems and environmental product declarations. We offer solutions for all phases of a construction project: from the initial idea through planning, manufacturing and installation to after-sales service, including maintenance and servicing.

With 6,867 employees worldwide, we are working to become the leading provider of circular solutions and services for sustainable building envelopes. To achieve this goal, we consistently focus on the needs of our customers, which include architects, design offices and investors, as well as specialist metal and window fabricators around the world.

## Schüco Carbon Control

In line with European climate policy, in 2023 we launched a comprehensive product, service and consultancy concept for the sustainable design of building envelopes under the name 'Schüco Carbon Control'. It aims to support those involved in the construction process throughout a building's entire life cycle in achieving a project-specific CO<sub>2</sub> reduction and thus ensure the building's future viability and value retention. The take-back and recycling of old windows, façade elements and other building components are also integral parts of the Carbon Control concept. We see this as a major opportunity to apply our specific expertise in the field of sustainable building envelopes to the benefit of our customers and our company.

## Sustainable product innovations

With our products, we aim to help minimise the CO<sub>2</sub> footprint of the building envelope throughout its entire life cycle and increase its recyclability – from planning to demolition.

In metal construction, Schüco uses 'Low Carbon (LC)' and 'Ultra Low Carbon (ULC)' aluminium to manufacture profiles with a reduced CO<sub>2</sub> footprint. We also provide our customers with low-carbon alternatives in the plastics sector: the 'RECYCLED PVC' material class contains a guaranteed proportion of recycled material, whilst Schüco uses tall oil – a non-fossil raw material produced as a by-product of paper manufacturing – in its 'BIO-ATTRIBUTED PVC'.

A building with building-integrated photovoltaics can generate its own energy and, through the electricity produced, reduce CO<sub>2</sub> emissions as well as lower operating costs. Schüco offers a wide range of BIPV modules that can be integrated individually, easily and securely into our façade systems.

A total of 95 aluminium systems from Schüco have been awarded the "Cradle to Cradle" certificate and, thanks to their recyclability, are ideally suited for sustainable construction. Under the name 'AW Circular', Schüco has also developed a concept for a fully circular window. It aims to reduce resource consumption, emissions and waste generation throughout the entire product life cycle, whilst also contributing to the closure of material cycles. Various design options make it possible to focus either on material health, a low carbon footprint or on closing resource cycles.

## Supply chain

Schüco works with national and international suppliers. We place great value on long-term business relationships characterised by partnership-based cooperation. In this way, we also ensure the consistently high quality of our products. The procurement departments of Schüco International KG and Schüco Polymer Technologies KG list around 360 product-relevant direct suppliers in Germany for the metal construction and plastics sectors, including manufacturers of profiles, fittings and security technology.

In its Aluminium business segment, Schüco has no direct links to the raw materials trade, but sources only semi-finished products and finished components. In the Polymer Business segment, the company purchases PVC and additives for PVC processing. As a co-founder of the RE:CORE joint venture, which we operate together with the waste management company Remondis, we also entered the high-quality recycling of used plastic windows in 2022. With the establishment of RE:CORE Metals GmbH in December 2024 and the launch of initial pilot projects, we will gradually expand the Take-back and Recycling business segment to include further building materials.

We do not have any figures available for our indirect suppliers. However, we are committed to promoting transparency, quality and compliance with environmental and social standards throughout the supply chain, beyond our direct sphere of influence. That is why we are involved, for example, in the Aluminium Stewardship Initiative and are a member of the VinylPlus industry initiative.

## Relevant activities during the reporting period

In May 2023, Schüco Coating Solutions GmbH & Co. KG commenced operations in Wertingen, southern Germany. The joint venture combines Schüco's expertise in aluminium profiles with the long-standing know-how of Kemper Oberflächentechnik GmbH & Co. KG, a specialist in powder coatings. Coatings are used to increase the corrosion resistance of surfaces or to add colour accents.

In July 2023, as part of a strategic investment, Schüco acquired a stake in AWB Aluminiumwerk Berlin GmbH, a long-standing key supplier to the company. The focus here is on the production of CO<sub>2</sub>-reduced aluminium grades.

In January 2025, Schüco announced the divestment of its subsidiary Schüco Interior Systems KG, based in Borgholzhausen. The company manufactures and distributes products and interior systems for industrial customers, including those in the furniture industry and vehicle manufacturing. Cologne-based Rheingold Capital acquired 100 per cent of the former Schüco Interior Systems on 1 February 2025.

Since February 2024, Schüco has been strengthening its existing cooperation with the Austrian Stemeseder Group through a minority stake. This move is intended to consolidate the partnership centred on the new Schüco Perfect product system and further expand collaboration in development, production and sales. In this cross-trade product solution, a Schüco opening element is combined with Stemeseder's Perfect module to form a single unit and can thus be fitted with sun and insect protection, a window sill, fall protection or a threshold.

Furthermore, in June 2024, Schüco invested in Skyline Windows, a leading company in the American window industry. Through this partnership, the company becomes the exclusive distribution partner for Schüco products in North America – a market where we have identified significant growth potential with our sustainable technologies.

Schüco also sees an opportunity to expand its market share in the Chinese market. To this end, we have invested in the expansion of our local production and service network and entered into partnerships with eight regional manufacturing centres. These centres will produce exclusively for Schüco in future, thereby bringing our high quality and service standards to the market.

In April 2025, Schüco deepened its partnership with LIXIL, a global company headquartered in Japan. LIXIL's medium-term goal is to use 100 per cent recycled aluminium by the 2031 financial year. The collaboration enables Schüco to offer CO<sub>2</sub>-reduced aluminium products in both Europe and South-East Asia, thereby meeting a growing global demand.

## 1.2 Sustainability at Schüco

Buildings are among the longest-lasting products that humans create. They shape the way we live and work for decades. That is why we work every day, worldwide, to be the leading provider of circular solutions and services for sustainable building envelopes.

With sustainable products and manufacturing processes, we at Schüco contribute to making cities more sustainable and inclusive in line with the United Nations' Sustainable Development Goals (SDGs). We also align our actions with the concept of planetary boundaries. This aims to define a safe operating space for humanity within which the stability of the Earth system is maintained. Several of these ecological thresholds have already been exceeded – continuing as we are would therefore jeopardise the foundations of our lives and the basis of economic activity. That is why there is no alternative to sustainable action for us.

### Our prioritised SDGs

#### Sustainable cities and communities

As part of the construction industry, we see it as our responsibility to make urbanisation more sustainable (Target 11.3) and to reduce the per capita environmental impact of cities (Target 11.6). We make a key contribution to this through our core business. We do this by reviewing and continuously optimising our products and services in terms of their contribution to sustainable new builds and renovations. Specifically, our system solutions increase the energy efficiency of buildings and support resource-efficient construction methods.

#### Climate protection measures

Climate protection is one of the most important tasks facing the global community and is firmly anchored in our sustainability strategy in line with SDG 13. We aim to take effective measures to reduce our CO<sub>2</sub> emissions to net zero by 2040. We have had the Science Based Targets initiative (SBTi) validate that the absolute CO<sub>2</sub>e savings underpinning this target are in line with the 1.5-degree target of the Paris Agreement. Through continuously optimised energy consumption during the manufacturing and usage phases, our products contribute to achieving global climate protection targets. At the same time, they enhance resilience to climate-related changes (sub-target 13.1). Furthermore, we promote education and awareness regarding the consequences of climate change by supporting initiatives with a focus on sustainability (sub-target 13.3).

#### Sustainable consumption and production

Global consumption of finite resources will lead to a progressive shortage of raw materials in the coming decades and pose major challenges for the economy. Schüco is therefore making an active contribution to the efficient use of resources (sub-target 12.2) and to the development of a circular economy (sub-target 12.5). Two examples of this are our growing portfolio of recyclable Cradle to Cradle products and the establishment and expansion of our recycling division, RE:CORE, with the aim of processing building materials after their useful life and returning them to the relevant recycling loops. Furthermore, through our involvement in industry initiatives, we also encourage other companies to introduce sustainable processes or products and to incorporate sustainability aspects into their reporting (sub-goal 12.6).

#### Decent work and economic growth

As a company, we bear responsibility for all our employees and are therefore committed to ensuring good working conditions. To this end, we advocate for safe and fair working conditions (Sub-goal 8.5) and safeguard the long-term health of our employees through occupational health and safety measures and risk minimisation (Sub-goal 8.8). Furthermore, we see sustainability as an opportunity for innovative business development and aim to complement our core business with novel products and services with a clear focus on sustainability in order to achieve lasting success (sub-goal 8.2).

#### Reducing inequalities

As a company, we have significant influence in combating inequalities. We are working to ensure equal opportunities for our employees, regardless of age, gender, disability, ethnicity, origin, religion or other

status. Protection against discrimination and the promotion of an open, diverse corporate culture are of great importance to us (Sub-goal 10.3). The five selected SDGs align with our focus projects and help us to concentrate our sustainability efforts.

## Sustainability in the business model

Schüco aims to be the leading provider of circular solutions and services for sustainable building envelopes. To achieve this goal, we are expanding our offering to include holistic product, service and digital innovations covering the entire life cycle of buildings. Our aim is to maximise the benefits for our customers. We are convinced that all aspects of sustainability, and circular solutions in particular, must be an integral part of our value proposition.

Details on environmental sustainability at Schüco can be found [here](#).

Beyond climate and resource protection, the social dimension of sustainability plays a central role for us: we take a clear stand against all forms of discrimination and treat our employees fairly, regardless of gender, age, religion or cultural identity, whilst opening up individual career paths for them.

More detailed information on the social dimension of sustainability can be found [here](#).

We are also committed to equal opportunities outside our company, particularly to the protection of labour and human rights throughout the supply chain. More information on this can be found [here](#).

## Sustainability goals of the Schüco Group

### Short-term goals

- Gradual use of CO<sub>2</sub>-reduced materials in our window, door and façade profiles
- Establishment and expansion of sustainability partnerships throughout the supply chain
- Empowerment to act sustainably and independently
- Development of our feedback, learning and error-handling culture

### Medium-term goals (by 2030)

- Reduction of CO<sub>2</sub> emissions to 50 per cent compared to 2019
- Increasing the proportion of circular materials in our products to more than half
- “Circular design” as a core principle in product development
- Expanding our service portfolio to include reuse, take-back and dismantling services, as well as the processing of recycled materials
- Development of a biodiversity and freshwater strategy
- Group-wide approach to diversity, inclusion and social responsibility

### Long-term targets (by 2040)

- Net-zero CO<sub>2</sub> emissions
- Closed-loop systems for building materials
- Establishment of resource-efficient business models

## 1.3 Key topics

From the 2025 financial year onwards, we will gradually align our sustainability reporting with the requirements of the Corporate Sustainability Reporting Directive (CSRD). To prepare for this, we carried out a multi-stage materiality analysis in 2024.

The basis for this is the identification of material reporting topics. How these are to be determined is described in the European Sustainability Reporting Standards (ESRS). It is crucial that companies analyse both their impact on people and nature ('Impact Materiality') and the business risks and opportunities arising from a sustainability perspective ('Financial Materiality' or 'financial impact').

Our analysis was based on the ten topic-specific ESRS standards ('thematic areas') and the sustainability aspects ('topics') proposed in Standard ESRS 1, AR 16. These were discussed in a four-stage process involving stakeholders and assessed in terms of their materiality for Schüco.

During the process, eight subject areas were identified as material (see figure). The assessment was carried out in accordance with ESRS 1 using defined criteria, the weighting of which was determined using a transparent assessment logic. Further details on our four-stage process can be found in the 'Methodology' section.

In this way, a specific score could be assigned to each topic. A topic was classified as 'material' if it achieved a score of at least 7.5 (in terms of 'Impact Materiality') or 2.5 (in terms of 'Financial Materiality'). The topic areas "Consumers and End Users" and "Affected Communities" were identified as non-material, partly on the basis of our B2B-focused business model and due to very limited local risks.

Based on the materiality analysis, Schüco has identified 23 company-specific sustainability topics. These form the basis for our CSRD-compliant reporting. The following table groups our material topics into the categories of environment, social and governance.

<b>Environment</b>	<b>Social</b>	<b>Governance</b>
<u>E1: Climate change</u>  1. Adaptation to climate change 2. Climate protection 3. Energy	<u>S1: Own workforce</u>  4. Working conditions 5. Equal treatment and equal opportunities for all	<u>G1: Corporate governance</u>  6. Corporate culture 7. Protection of whistleblowers 8. Management of supplier relationships, including payment practices 9. Anti-corruption
<u>E2: Environmental pollution</u>  10. Air pollution 11. Water pollution 12. Soil pollution 13. Substances of concern 14. Substances of particular concern 15. Microplastics	<u>S2: Workers in the value chain</u>  16. Working conditions (supply chain) 17. Equal treatment and equal opportunities for all (supply chain) 18. Other labour-related rights	
<u>E3: Water</u>  19. Water consumption		
<u>E4: Biodiversity</u>  20. Direct causes of biodiversity loss 21. Impacts on the extent and condition of ecosystems 22. Impacts on and dependencies of ecosystem services		

23. Resource inflows, including resource use		
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## ESG topics in focus

Here you will find a brief summary of our key sustainability issues based on the topic-specific ESRS standards.

### Environment

- Climate change (ESRS E1), environmental pollution (E2) and resource use (E5) are key issues for Schüco, as they are closely linked to the manufacture, processing and disposal of products for the building envelope.
- Also material, albeit associated with lower financial risks, are aspects from the topic areas 'Water consumption' (E3) and 'Biodiversity and ecosystems' (E4), which lead to significant negative impacts, particularly in the upstream stages of the value chain.

Find out more: [Environment](#)

### Social

- Motivated and well-qualified employees are central to our consultancy-intensive business model (S1). With regard to our own workforce, we see significant opportunities in providing a safe, attractive and motivating working environment in which employees feel valued and can help shape the organisation.
- We source a large proportion of our raw materials from countries with comparatively low labour and human rights standards. With regard to workers in the value chain (S2), we therefore consider it essential to commit to fair and safe working environments in which, among other things, working hours are adhered to, safety measures are implemented and living wages are paid.

Find out more: [Social](#)

### Governance

- It is essential for us to maintain a corporate culture focused on ethics and compliance, with binding codes of conduct for our employees, suppliers and business partners (G1).
- This includes a low-threshold reporting system that enables people both within and outside our company to report misconduct and effectively prevent it.

Find out more: [Governance](#)

The identification, analysis and assessment of our material topics were carried out in a four-stage process, which we briefly outline below.

#### Step 1: Compiling a comprehensive long list of potentially relevant issues

- Using past materiality analyses and a newly conducted analysis of the material-related value chains for aluminium, steel, PVC and glass, we examined the direct and indirect environmental impacts and dependencies on natural resources associated with Schüco's business model.
- The results of the analysis were compared with the list of sustainability aspects from the ESRS-1 standard. A distinction was also made between negative and positive impacts, as well as between potential and actual impacts.
- The topics were discussed with internal sustainability managers in a workshop, and a list of all impacts, risks and opportunities (abbreviated to IROs) was finalised.

#### Step 2: Validation of the longlist through stakeholder dialogues

- In accordance with the requirements of ESRS 1, an initial analysis was carried out to identify which stakeholder groups are directly affected by the company's activities ('affected parties') and which have an influence on the company ('experts/addressees').
- We identified the expectations that the identified stakeholder groups have regarding our sustainability-related impacts, risks and opportunities, and the expertise they possess.
- In a final step, stakeholders were clustered according to their relevance, taking into account the criteria of "impact", "influence" and "expertise". This prioritisation determined the approach taken: the stakeholder surveys thus focused on groups that were either directly affected by our activities or

possessed specialist or expert knowledge regarding specific issues. Consequently, for example, both customers and employees (high influence, high impact) as well as scientists and representatives of non-profit organisations (low influence, low impact) were surveyed.

- To incorporate the key perspectives of the stakeholders 'nature', 'workers in the value chain' and 'local communities', we drew on the relevant literature. The WWF, Schüco's long-standing partner in sustainability work, was also involved.

#### Step 3: Detailed analyses and data preparation

- The results from the first workshop were verified using a climate risk analysis and further detailed analyses.
- The examination of potential climate scenarios helped to make climate risks and business opportunities more tangible for the company, whilst also shedding light on physical risks and transitional risks.

#### Step 4: Materiality assessment

- For the actual assessment workshop, the information from the preceding analyses and discussions was summarised concisely.
- The materiality of each individual topic was determined using the criteria set out in ESRS 1 (including magnitude, scope, recoverability and probability) and with the aid of predefined five-point scales. The definitions of the individual scale ranges were made available to the participants of the assessment workshop and formed the basis for the subsequent consideration of the individual impacts, risks and opportunities (abbreviated to 'IROs').
- Thresholds for materiality were set at the midpoint of each scale. The threshold for a material environmental impact is therefore 7.5 or higher (Impact Materiality). A value of 2.5 or higher indicates an aspect that presents material financial opportunities or risks (Financial Materiality).

## 1.4 Stakeholder Management, Memberships and Collaborations

We challenge the status quo and are constantly refining our sustainability strategy. To this end, we seek dialogue with our customers, suppliers and business partners, with employees, and with representatives from academia, politics and society.

Schüco continuously engages its stakeholders. In doing so, we take into account the different perspectives and interests regarding the sustainable development of our company and offer our key stakeholders various formats for dialogue.

### Employees

*Approach:* The performance and motivation of our employees contribute significantly to our leading market position. We aim to attract the best employees and retain them within the company in the long term.

*Formats:* ongoing dialogue and regular feedback meetings with managers, a social intranet, a CEO blog with opportunities for comments and feedback, regular employee surveys, including on satisfaction within the company.

### Installers

*Approach:* Our partner companies in the metal, plastic window and electrical sectors have a major influence on the high-quality, environmentally and socially responsible manufacture and installation of our products. We support them with tailor-made services.

*Formats:* bespoke consultancy services focusing on CO<sub>2</sub> e-optimised component manufacturing ("Schüco Carbon Control") and cost-effective building renovations ("Schüco Value Up"), biennial metal construction conferences featuring workshops, presentations and live demonstrations, themed event series in Schüco's showrooms, product and specialist training courses as in-person, online or hybrid events, participation in various trade fairs, in particular the leading trade fair BAU, where we welcomed nearly 9,000 guests from 70 countries in January 2025 and invited them, among other things, to the panel discussion "Future Mission: Construction Transition".

### Architectural practices

*Approach:* As the designers and clients of buildings, architects shape the world we live in and influence the sustainability of our built environment. We support them with a comprehensive range of products, services and consultancy. In this way, we not only enable design freedom and a high degree of energy efficiency, but also the targeted use of recyclable, low-carbon materials and products.

*Formats:* bespoke consultancy services focusing on CO<sub>2</sub> minimisation ("Schüco Carbon Control") and sustainable building refurbishments ("Schüco Value Up"), planning guides, digital planning software with integrated information on the sustainability of our products, participation in various trade fairs.

### Building owners and institutional investors

*Approach:* The safety of a building, as well as its legally compliant operation, value retention and appreciation, are issues that are particularly close to the hearts of owners. Key topics covered by our range of products, services and consultancy include CO<sub>2</sub>-optimised building design, advice on sustainability certifications, maintenance and energy-efficient retrofitting, as well as smart consumption management in buildings using digital tools.

*Formats:* bespoke consultancy services focusing on CO<sub>2</sub> minimisation ("Schüco Carbon Control") and asset management ("Schüco Value Up"), an online configurator for cross-manufacturer planning of maintenance and repair work, practical training courses, group training sessions and individual professional development programmes.

### Local authorities, academia and NGO

*Approach:* We see ourselves as part of society and want to actively contribute to a strong community, as well as act as a catalyst for sustainable transformation.

*Formats:* active member of the industry network "Neues Bauen – 80 Sekunden", including hosting the expert forum "Decarbonisation of the Construction and Real Estate Sector" in June 2024; long-standing cooperation with the WWF as a critical partner; regular activities as a member of the executive committee of the

KlimaWirtschaft Foundation; open days offering insights into Schüco's business operations, professional exchange and collaboration with academic partners at the Ostwestfalen-Lippe University of Applied Sciences, Bielefeld University of Applied Sciences and the University of Münster. In addition, Schüco has been supporting the endowed chair in "Family Businesses" at Bielefeld University for ten years. Through this, students gain direct insight into our company via collaborative teaching formats and can work with us on current issues.

## Other stakeholder groups

Suppliers are also among our key stakeholders, with whom we engage in dialogue on sustainability issues, including through formally agreed supplier dialogues.

We also offer business and private customers the option of contacting us via a helpline or by email to seek advice. Equally important to us is regular dialogue with the political sphere, which we maintain through active participation in associations, initiatives and networks.

## Schüco and the WWF

Since 2018, Schüco has been working towards greater sustainability in the building sector in partnership with the World Wide Fund for Nature (WWF). Under this partnership, which runs until 2026, Schüco and the WWF are working together to make an effective contribution to a sustainable economy: the aim is to strengthen the positive environmental impact of the company's activities in the building sector and to further reduce any negative effects.

As a result of the partnership, Schüco has established ambitious, science-based climate protection targets and developed a supplier code to ensure environmental protection and human rights throughout the supply chain.

Over the coming years, the WWF will support us in particular in defining and implementing effective CO<sub>2</sub> reduction measures.

Beyond achieving climate protection targets, we are also addressing issues particularly relevant to the construction industry, such as resource conservation and circular construction, as well as the protection of biodiversity and freshwater reserves. In doing so, we aim in particular to integrate the principle of the circular economy even more strongly into the development of new products, thereby contributing to more resource-efficient construction in the future. Here too, the WWF is supporting the transformation within the company, assessing the effectiveness of the measures introduced and ensuring that further concepts are gradually put into practice.

More information on environmental and species protection: [WWF website](#).

## Memberships and partnerships

As part of our social commitment, we participate in numerous associations and initiatives promoting a sustainable approach to the construction industry. Below is a selection of the relevant memberships during the reporting period:

- ABE (Aachen Building Experts; innovation network for the construction and real estate value chain)
- AD (Aluminium Deutschland e. V.)
- AluEco Foundation (Dutch foundation promoting aluminium recycling in the construction industry)
- Bielefeld Employers' Association
- Employers' Association for Wood and Plastics e. V.
- ASI (Aluminium Stewardship Initiative)
- A|U|F e. V. (Aluminium and the Environment in Window and Facade Construction)
- BDI (Energy-Efficient Buildings Initiative at the Federation of German Industries)
- buildingSMART Germany e.V. (Competence Network for Open BIM and Digitalisation in the Construction and Real Estate Industry)
- BuVEG (Federal Association for Energy-Efficient Building Envelopes)
- Council for Aluminium in Building (British trade association for aluminium in buildings)
- DENEFF (German Business Initiative for Energy Efficiency)
- DGNB (German Sustainable Building Council)
- EA (European Aluminium)
- ECO Platform (Initiative for the introduction of life cycle assessments for buildings)
- EPPA (European PVC Window Profiles and related Building Products Association)
- GKFP (RAL Quality Association for Plastic Window Profile Systems)
- Grønn byggallianse (Norwegian Green Building Council; non-profit organisation)
- IBU (Institute for Construction and the Environment)

- ift Rosenheim GmbH (testing laboratory and product certification body)
- re!source Foundation (Resource transition in the construction and property sector)
- Rewindo GmbH (Recycling initiative of German plastic profile manufacturers)
- Climate Economy Foundation (German Entrepreneurs for Climate Protection)
- Stifterverband für die Deutsche Wissenschaft
- Stiftung Studienfonds Ostwestfalen-Lippe
- VDiMA (Association of Certified Disability Managers in Germany)
- VDSI (Association for Safety, Health and Environmental Protection at Work)
- VFBau (Association for the Promotion of Standardisation in the Construction Industry)
- VFF (Association for Windows and Facades)
- VinylPlus Germany e. V.
- VKG (Dutch Association of the Plastic Façade Elements Industry)
- ZAA (Centre for Occupational Medicine and Safety)

## 1.5 Corporate Governance

Schüco's management team relies on expertise and clear lines of responsibility to drive forward environmental, social and economic sustainability. A newly established ESG Board supports the management team in ensuring that sustainable developments are specifically incorporated into decisions and business processes.

Since January 2025, the management of Schüco International KG has consisted of two people: Andreas Engelhardt, Chairman and personally liable partner since 2014, and Philipp Neuhaus, who has been with the company as Chief Financial Officer (CFO) since 2015.

Dr Walter Stadlbauer, previously Chief Technical and Chief Operating Officer of the Schüco Group, moved to OTTO Fuchs KG, where he has taken on the role of Chairman of the Executive Board and assumed responsibility for global operations. Back in April 2024, Andreas Engelhardt and Dr Walter Stadlbauer had already taken over operational responsibility for Schüco's sister company at the request of the shareholders and the Advisory Board (Details on the ownership structure: [business model and value chain](#)). The holder of a PhD in Engineering and a degree in Industrial Engineering will in future devote himself entirely to this role, but will remain with Schüco as an advisor and sparring partner, providing support particularly in the areas of technology and operations, sustainability and recycling.

### Andreas Engelhardt

has been with Schüco International KG since 2012 and was appointed general partner in September 2014. In 2020, Andreas Engelhardt was also appointed general partner of OTTO FUCHS Beteiligungen KG. In addition, Andreas Engelhardt took on the role of general partner at OTTO FUCHS KG in April 2024. In addition to the company's strategic direction, his remit includes overall responsibility for the areas of digitalisation and sustainability, legal affairs and IP management (intellectual property), human resources, as well as sales and marketing. Andreas Engelhardt is a business executive with many years of professional experience, including more than 30 years in management roles at various companies. He holds various supervisory and advisory board positions and is, among other things, Deputy Chairman of the Executive Committee of the KlimaWirtschaft Foundation, a member of the Executive Board of the ZIA (Central Real Estate Committee), a member of the Executive Committee of the BDI and a member of the Board of Trustees of the "Lebendige Stadt" Foundation.

### Philipp Neuhaus

has been a member of the Executive Board as Chief Financial Officer (CFO) since 2015. He is also CFO of OTTO FUCHS Beteiligungen KG. Within the Schüco Group, Philipp Neuhaus is responsible for finance, tax, controlling, mergers and acquisitions, and the procurement of ancillary supplies. A graduate in business administration and a graduate of the London Business School, he initially worked in strategy and organisational consultancy before moving into the building materials industry, where he held various management positions.

### Responsibilities of the governing bodies

The selection of the Executive Board is based on competence and independence, as well as its alignment with the interests of our key stakeholders. The personally liable partner is appointed by the Advisory Board (see below) and the four partners of Schüco International KG. These bodies must also approve the appointment of further members to the Executive Board.

The Schüco Group Advisory Board exercises a supervisory and advisory role vis-à-vis the Executive Board. It must also approve personnel decisions at the top of the Schüco Group. The board comprises seven individuals with diverse business expertise.

### Organisational structure

At the start of 2024, Schüco introduced a new organisational structure designed to enable the company to respond more quickly and flexibly to new requirements.

The following overview briefly introduces the divisions within our new organisational structure

1. The 'Group Strategic Functions' division brings together the strategic group functions, including strategy, marketing, HR, controlling and sustainability. This ensures that we address our strategic challenges in a consistent manner and continue to develop the Schüco Group with foresight.

2. The “Group Service Functions” division comprises internal services used by the entire Schüco Group. These include, for example, services in human resources, accounting and controlling. Consolidating these within a higher-level division is intended to help optimise processes and increase the efficiency of administrative tasks.
3. The Group’s operational activities are organised independently and are divided into the three divisions “Metal Construction Business”, “Polymer Business” and “Service Business”, each with its own responsibility for profits and losses. The Metal Construction Division covers the German and international metal construction markets and sales regions. The Polymer Division complements the metal construction portfolio with an extensive range of plastics, enabling us to serve additional customer groups. The newest division, the Service Division, serves the growing market for long-term service and maintenance offerings. The division is focused on global growth.
4. Schüco bundles its acquisitions and shareholdings into a further division. In this way, we aim to create scope to expand our core business with new business models across the entire life cycle of a building.

The divisions within our organisational structure do not operate independently of one another. On the contrary: strategic integration of the divisions will enable us in future to work even more effectively on the best possible solution by drawing on expertise from all areas of our company.

In the area of sustainability in particular, we see numerous topics that we are addressing and developing in a cross-functional manner. These include future-oriented topics such as modular construction, recycling and cross-material pre-sales.

## ESG Board

In 2024, Schüco also established the ESG Board, a committee designed to further strengthen the company’s focus on holistic sustainable action. To this end, the members are to assess Schüco’s activities in terms of their environmental, social and economic impacts, thereby providing impetus for the further development of the sustainability strategy. The committee comprises five members.

### Dr Andreas Mattner (Chair)

has been Chairman of the Board of the Lebendige Stadt Foundation since 2000, with a focus on climate protection and social integration. He has been a member of the ECE Group’s ESG Board since 2011 (most recently as Chairman) and is now also a member of ECE’s Supervisory Board. Dr Andreas Mattner has been a member of the ZIA’s ESG Board since 2013. From 2013 to 2023, he served on the Supervisory Board and later as Deputy Chairman of the Supervisory Board of EUREF AG, a company specialising in the development of energy- and environmentally-optimised properties. From 2016 to 2020, Dr Andreas Mattner served as Representative for Germany of the R20 Regions of Climate Action, founded by Governor Arnold Schwarzenegger, and from 2017 as a Board Director of the six-member global leadership of the R20 Foundation. He has also been a member of the Innovation Partnership of the Federal Ministry of Construction and the Federal Ministry of Economics since 2017, working towards the implementation of the Climate Action Plan 2050 and the achievement of a climate-neutral building stock in Europe. Since 2022, Dr Andreas Mattner has served as Chairman of the Supervisory Board and Chairman of the ESG Committee at Hamborner Reit AG.

### Maria Hill

has been responsible for sustainability at the ECE Group since 2007. Since 2017, she has chaired the ZIA’s ‘Energy and Building Services’ committee, focusing on the EPBD (Energy Performance of Buildings Directive) and the GEG (Building Energy Act). Since 2019, Maria Hill has also served as an expert on the GEG for the German Bundestag, and since 2022 she has been Chair of the Sustainability Committee of the European Council of Shopping Places. Martina Hill also lends her expertise to the DENA (German Energy Agency) and the DGNB (German Sustainable Building Council) as an advisory board member.

### Arved Fuchs

has been leading expeditions to the Earth’s remote polar regions for more than 40 years. He is the first person to have reached both the North Pole and the South Pole on foot within a single year. Through his “Ocean Change” expedition series, his aim is not only to collect scientifically relevant data but also to raise public awareness of the need to protect the oceans and the global climate. The expedition leader has

received numerous awards for his commitment, including the Federal Cross of Merit on Ribbon in 2017. Fuchs is an ambassador for the German Committee of the UN Decade of Ocean Science for Sustainable Development, which runs until 2030. He has been a member of the ESG Board of the ECE Group since 2011.

**Dr Michael Vesper**

is a German sports official and politician (Alliance 90/The Greens). He was one of the founding members of the Green Party in 1979 and served as a member of the North Rhine-Westphalia State Parliament and as parliamentary secretary from 1990 to 2005. From 1995, Dr Michael Vesper served first as Minister for Construction and Housing, and from 2000 as Minister for Urban Development and Housing, Culture and Sport. He was also Deputy Minister-President. From 21 October to 6 November 2002, Dr Michael Vesper was Minister-President of North Rhine-Westphalia, making him the first Green politician to lead a state government. He has been a member of the ESG Board of the ECE Group since 2019.

**Dr Michael Six**

is Managing Director of Goldbeck Deutschland GmbH, a member of the Management Board and the first Chief Sustainability Officer of the Europe-wide construction and property company. A graduate in civil engineering, he obtained his doctorate in 2002 in the field of concrete structures at Darmstadt Technical University. Following roles as Team Leader for Structural Design in Bridge Construction at Bilfinger Berger and as Managing Director of Haag Ingenieur GmbH, he joined Goldbeck in 2004 as a Sales Engineer. As Chief Sustainability Officer, Dr Michael Six is now responsible, among other things, for the strategic management of Goldbeck's ESG activities and is committed to a sustainable transformation of the construction and property sector, as well as the economy as a whole, through a wide range of initiatives.

## **Organisation of sustainability**

Schüco has a Group Sustainability department that operates across the entire group and is organisationally assigned to the "Group Strategic Functions" division. Its task is to monitor sustainability issues relevant to the company and regularly identify the resulting need for action. During the reporting period, the department comprised eleven people.

Overall responsibility for implementing the strategic sustainability goals and compliance requirements lies with the Executive Board. Through discussions with the ESG Board at least twice a year, as well as quarterly advisory board meetings and regular dialogue with the shareholders, it is ensured that the management team is committed to the sustainable development of the Schüco Group in the interests of key stakeholders. Furthermore, critical issues and impending failures to meet targets are brought directly to the attention of the Executive Board. Communication takes place either via direct reports or the Internal Audit department, or through variously composed compliance, crisis and risk committees. In addition, the Executive Board engages in regular dialogue on the topic of sustainability with representatives from business, politics and academia. One example of this is Andreas Engelhardt's role as Deputy Chairman of the Executive Board of the non-profit foundation KlimaWirtschaft.

Schüco regards sustainability as an integral cross-functional role that must be embedded throughout the entire company. For this reason, the Group Sustainability department is in constant dialogue with the individual specialist departments as well as with the Schüco Group's national and international sites. It is standard practice to jointly define effective concepts and measures, which are approved by the Executive Board and implemented within the specialist departments. The achievement of sustainability-related targets, such as the path to climate neutrality defined by Schüco, is not yet a component of remuneration-related target agreements.

## 2. Environment

With science-based climate targets, the resource-conscious redesign of our product portfolio and our commitment to sustainable value chains, we are working to be a pioneer for effective sustainability in the construction industry.

In the 'Environment' section, we highlight the impacts, risks and opportunities arising from our business model in relation to key environmental issues. We will gradually provide more detailed information on this area in future reporting periods as part of our CSRD reporting.

- Climate and Energy
- Biodiversity and Water Resources
- Resources and the circular economy

### 2.1 Climate and Energy

#### Impacts, risks and opportunities

The construction sector is one of the world's largest contributors to climate-relevant emissions. Against this backdrop, Schüco has been working continuously for years to transform the company in a climate-friendly manner. Since 2019, we have also been pursuing ambitious climate protection targets validated by the Science Based Targets initiative (SBTi), which, in line with the Paris Agreement, are designed to help limit global warming to a maximum of 1.5 degrees Celsius.

We have set ourselves the goal of reducing our greenhouse gas emissions (GHG emissions) to net zero by 2040. An interim target is set for 2030: by then, we aim to halve our climate-damaging emissions compared to the reference year 2019.

The GHG savings that Schüco aims to achieve by 2040 relate equally to emissions we produce ourselves through our energy consumption (Scope 1), to energy we purchase (Scope 2) and to emissions from the upstream and downstream value chain (Scope 3). This includes the entire supply chain as well as the processing, transport and disposal of our products.

Up to 99 per cent of emissions fall under Scope 3, of which 85 to 88 per cent are attributable to purchased goods and services. This means that Schüco has a direct influence on only a very small proportion of its emissions and that climate protection targets can only be achieved through close cooperation with suppliers.

Globally, the building sector accounts for just under 40 per cent of total CO<sub>2</sub> emissions. To avoid jeopardising the foundations of our lives and economy, more climate-friendly construction methods are urgently needed. Schüco can make an important contribution to this with its products and services.

1. With energy-efficient system solutions, we reduce energy consumption during a building's operational phase – and thus also energy-related emissions ('operational carbon').
2. We are constantly working to reduce the emissions embodied in our products. These arise from the production, transport and disposal of the materials used in construction ("embodied carbon").

#### Sustainability-oriented product design

- Our products contribute to energy-efficient building use, for example through systems with particularly low heat transfer and high airtightness.
- When designing our products, we place particular emphasis on the responsible use of materials, as well as on durability and recyclability.

#### Procurement of low-carbon materials

- We are working to increase the proportion of CO<sub>2</sub>e-reduced aluminium profiles: Schüco distinguishes between 'Low Carbon Aluminium' with a GWP value of 3.84 kg CO<sub>2</sub>e/kg aluminium profile and 'Ultra Low Carbon Aluminium' with a GWP value of 1.99 kg CO<sub>2</sub>e/kg aluminium profile. The low value is achieved primarily through the use of post-consumer recycled material, which accounts for at least 75 per cent of the profiles. In the plastics division, where Schüco carries out its own production, CO<sub>2</sub> reductions can be achieved both by increasing the proportion of recycled material in manufacturing and through the use of bio-based raw materials. Accordingly, we have expanded our portfolio to include the material categories "BALANCED PVC", "RECYCLED PVC" and "BIO-ATTRIBUTED PVC".
- Beyond the procurement of low-carbon materials, we are committed to a sourcing strategy that takes sustainability criteria into account. Against this backdrop, in 2021 we became the first system house worldwide to be certified according to the Aluminium Stewardship Initiative's (ASI) 'Chain of Custody Standard'. The standard entitles us to source ASI-certified aluminium and to guarantee to our customers that the material used in our aluminium profiles has been extracted and processed in an environmentally and socially responsible manner throughout the entire value chain.
- In our plastics division, too, we are committed to the sustainable use of PVC throughout the value chain. As part of VinylPlus, the European PVC industry's sustainability programme, we meet the standards for sustainable raw material sourcing.

#### Extended service life

- Our materials – aluminium, plastics and steel – are characterised overall by their durability and recyclability. For example, with proper care and maintenance, our plastic windows can be used for more than 50 years. Our aluminium systems impress with their mechanical robustness and high corrosion resistance. The service life for aluminium windows stated in the Environmental Product Declarations (EPD) is 50 years.
- We offer a cross-manufacturer maintenance and repair service. Thanks to regular maintenance measures and the targeted replacement of defective or obsolete components, high-quality products remain in use for longer.

#### Take-back

- Effective collection and return systems make the take-back of construction products that are no longer needed more attractive. Schüco has therefore been committed for many years, through the industry initiatives AIUIF and Rewindo, to closing the recycling loops for aluminium and plastic respectively.
- With the establishment of RE:CORE GmbH, Schüco has further expanded its commitment to PVC recycling. Since then, we have been offering partner companies a recycling service for profile offcuts and old windows – whilst simultaneously closing our own PVC recycling loop. The take-back scheme will be gradually extended to include further components from the end of 2024.

## Climate risk analysis

As part of a climate risk analysis, we have assessed the resilience of our business model. In doing so, we considered not only physical and transitional risks but also the opportunities that climate change presents for our company. Based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), three scenarios with different warming trajectories were examined.

#### "Transition" scenario

The net-zero scenario assumes a rise in the global average temperature of no more than 1.5 degrees Celsius. To this end, governments worldwide are taking comprehensive measures that have a significant impact on businesses. Emission-intensive processes become unprofitable and are consequently replaced by lower-emission technologies. In the building sector, the rate of energy-efficient building renovations will double by 2030, and demand for passive building cooling systems will also rise. With overall demand increasing, recycled aluminium will cover more than half of global aluminium demand by 2050, whilst conventional aluminium will become significantly more expensive due to rapidly rising CO<sub>2</sub> prices. A similar trend is expected in the plastics sector. New technologies will be deployed in primary production to reduce CO<sub>2</sub>e emissions, thereby increasing investment costs for manufacturers.

#### "Slow Transformation" scenario

In this scenario, the climate targets are not met and global CO<sub>2</sub> emissions fall by only 12.6 per cent by 2050 compared to 2021. As a result, the global average temperature will rise by 2.5 degrees by the year 2100

compared to pre-industrial levels. This scenario entails transitional risks for companies as a result of the political measures taken to combat climate change. At the same time, the rise in temperature also increases physical risks from extreme weather events in exposed regions. This complex development affects both new builds and building renovations. On the one hand, the property sector must comply with demanding energy efficiency standards and increase the rate of renovation in the existing building stock; on the other hand, buildings must be better protected against heat, storms and flooding.

#### “Climate Change” scenario

In this scenario, temperatures will rise by more than 4 degrees Celsius by 2100 compared to pre-industrial levels, leading to serious changes in global ecosystems – from rising sea levels and droughts to altered rainfall patterns. At the same time, there is a significantly increased risk of local extreme weather events, heatwaves and flooding. As a result, climate-adapted construction methods and temperature control technologies are becoming increasingly important. Meanwhile, the increased demand for cooling is driving energy consumption even higher. Storms and floods will, on the one hand, require more preventive measures to avoid damage to buildings and, on the other hand, may lead to greater demand for refurbishments and new builds. Furthermore, companies in the construction industry face price risks resulting from increased energy demand: the price of crude oil is set to double by 2050, which will also lead to rising plastic prices.

#### Implications for Schüco

In summary, it can be said that in the net-zero scenario, the main risks for Schüco relate to cost trends and the availability of low-carbon materials. At the same time, we will need to invest in climate-neutral technologies, for example for plastics production. Opportunities lie primarily in the area of sales markets: Schüco is already one of the leading suppliers of energy-efficient building services products. These will be in high demand in future, both in refurbishment projects and in new builds.

In the climate change scenario, Schüco is preparing for the possibility that acute or chronic extreme weather events may lead to disruptions in material supply chains. However, it is assumed that temporary shortages can be offset by alternative sources of supply. Furthermore, the company's own sites in India are particularly at risk from water-related hazards, which could result in high costs in the event of damage.

Progressive climate change also brings with it sales opportunities: it is to be expected that buildings will be damaged by extreme weather events more frequently in future, thereby increasing the need for refurbishment and new construction. Sun protection systems, well-insulated building elements and, in general, climate-resilient window and façade constructions are also highly relevant to the market.

#### Measures

During the 2023/2024 reporting period, we made significant progress in implementing our climate strategy. We succeeded in further expanding the use of CO<sub>2</sub>-reduced material variants in the upstream value chain – including through targeted procurement measures and close collaboration with our suppliers. In Germany, the proportion of CO<sub>2</sub>-reduced aluminium profiles was well over 75 per cent in 2024. This brings us closer to our goal of making low-carbon materials the new standard in the medium term. In addition to the increased use of recycled aluminium, we have also introduced new material variants in our plastics portfolio. Our customers can now purchase profiles with a guaranteed recycled content and, for the first time, profiles based on bio-based raw materials (“BIO-ATTRIBUTED PVC”), which generate significantly lower CO<sub>2</sub> emissions during the manufacturing process. At the same time, we are observing rising demand for low-emission products in various European markets – the UK, Denmark, Norway and the Benelux countries.

Outside Europe, particularly in our growth markets of China, India and the Middle East, we are recording disproportionately high growth; however, this is currently accompanied by a limited supply of CO<sub>2</sub>-reduced raw materials. Furthermore, demand in these regions is not yet sufficiently developed, meaning that the momentum for low-emission products has not yet resulted in correspondingly high sales volumes. The result: our company-wide greenhouse gas emissions have risen compared with the previous year.

We identified the developments described at an early stage and, following the first successful portfolio expansions, are now focusing more strongly on our non-European growth markets. A key focus here is on greater involvement of our procurement departments worldwide: they are crucial to systematically increasing

the proportion of low-emission materials and overcoming regional differences. In addition, we are further expanding our collaboration with our suppliers, particularly with regard to the increased use of recycled materials. Furthermore, we are gradually expanding our take-back systems. These will secure future access to high-quality secondary raw materials and are a strategically important lever for decarbonisation – even if their impact is not yet reflected in the current emissions data.

The measures introduced are already showing initial success: for instance, we have been able to significantly reduce the CO<sub>2</sub>e footprint of our material grades through the increased use of green electricity and recycled materials. For Schüco Low-Carbon (LC) aluminium profiles, the Global Warming Potential (GWP) was reduced in this way from 4.14 kg CO<sub>2</sub>e per kilogram of profile to 3.84 kg CO<sub>2</sub>e. For our Ultra-Low-Carbon (ULC) profiles, we were able to reduce the GWP value from 2.27 to 1.99 kg CO<sub>2</sub>e/kg. This figure is achieved primarily through the use of post-consumer recycled material, which accounts for at least 75 per cent of the profiles. The new GWP parameters were confirmed by independent profile EPDs in early 2025.

By switching from polyamide thermal breaks made of PA 66 GF 25 to recycled material across all product groups, Schüco is taking the next step in its sustainability strategy. Compared to polyamide thermal breaks made from virgin material, the use of recycled polyamide saves more than 65 per cent of CO<sub>2</sub>e.

As is evident, the decarbonisation of our value chain is not a linear process, but a global collective endeavour. It will be crucial to decouple our turnover even more consistently from CO<sub>2</sub> emissions in future – through holistic product and service offerings, market education and reliable partnerships.

#### Focus on Planning

When assessing the sustainability of buildings, the focus will shift to the so-called GWP value in future. This measures the ‘Global Warming Potential’ – the potential climate impact – of a building over its entire lifecycle. To keep this value in mind, Schüco has developed ‘Carbon Control’: The modular system enables a comprehensive view of project-specific solutions for CO<sub>2</sub> reduction across all construction phases. With our new range of consultancy, products and services, we enable our customers to influence a building’s carbon footprint at an early stage, thereby ensuring sustainable construction.

#### Focus on materials

Innovative materials can help reduce the carbon footprint of a PVC profile. One such material is tall oil, a by-product of paper production. Compared to petroleum-based products, CO<sub>2</sub> emissions in the PVC manufacturing process are reduced by up to 90 per cent through the use of this renewable raw material. Bio-attributed PVC is available for all Schüco PVC systems.

#### Focus on user comfort

To make it easier for building designers to simulate the CO<sub>2</sub> footprint, Schüco has developed the Environmental Calculator: the software allows users to determine in just a few steps how different PVC grades or aluminium grades influence the building’s GWP value (see above). The calculation also takes into account factors such as profile size, surface finish, glazing and reinforcement options.

### Climate and Energy: Key Figures

Unless otherwise stated, the following energy figures relate to the Schüco Group. They form the basis for the company’s CO<sub>2</sub>e-footprint, which has been calculated since 2011. Consumption figures were taken from invoices issued by suppliers and utility companies. As part of an external audit to determine the corporate carbon footprint, the completeness and accuracy of the data collection are checked annually. For individual consumption figures that were not available at the time of going to press for the Sustainability Report, estimates were used, which will be replaced by the actual figures at a later date.

#### Energy consumption and energy mix in kWh

Energy consumption and energy mix in kWh	2024	2023	Change compared to previous year in %
Fuel consumption from crude oil	15,752,143	16,203,954	-2.8
Fuel consumption from natural gas	20,930,638	19,007,181	10.1

Electricity, heat, steam and cooling from fossil fuels	16,061,259	13,655,315	17.6
<b>Total consumption of fossil energy</b>	<b>52,744,040</b>	<b>48,866,450</b>	<b>7.9</b>
Share of fossil fuels in energy consumption (%)	54.9	54.8	0.2
Consumption of electricity, heat, steam and cooling (renewable sources)*	43,271,786	40,345,054	7.3
Consumption of self-generated renewable energy (excl. fuels)	19	31	-38.7
<b>Total consumption of renewable energy</b>	<b>43,271,805</b>	<b>40,345,085</b>	<b>7.3</b>
Share of renewable energy sources in total consumption	45.1	45.2	-0.2
<b>Total energy consumption</b>	<b>96,015,845</b>	<b>89,211,535</b>	<b>7.6</b>

\*Electricity only, excluding district heating.

#### Energy intensity based on net revenue

<b>Energy intensity per net revenue</b>	<b>2024</b>	<b>2023</b>	<b>Change compared to previous year in %</b>
Total energy consumption per net revenue (MWh/million EUR)	47.0	43.4	8.3

#### Energy consumption per employee

<b>Energy intensity in kWh</b>	<b>2024</b>	<b>2023</b>	<b>Change compared to previous year in %</b>
Consumption per employee	13,982	13,322	5.0

Schüco has been tracking climate-related emissions at its German sites since 2011. The calculation of the CO<sub>2</sub> footprint is based on the GHG Protocol and the ISO 14064 standard. Since 2023, the assessment has included not only data from administration and production (energy consumption, water and wastewater), transport logistics (internal and downstream), business travel, commuting, and paper consumption and printing, but also GHG emissions from purchased materials and their disposal. In order to define scientifically sound climate targets, Schüco has also been calculating the emissions caused by the company worldwide since 2017. Data collection is based on primary data from the individual sites. Where this data is not available centrally, it is requested from the international sites, validated and recorded centrally. Where this is not yet possible, data collection is based on estimates and reference values. Our aim is to continuously optimise data quality.

#### Global GHG emissions

<b>Data point</b>	<b>2024</b>	<b>2023</b>	<b>Change compared to previous year in %</b>	<b>Target for 2030</b>	<b>Target 2040</b>	<b>Change compared to base year in %</b>
Direct GHG emissions in tonnes of CO <sub>2</sub> e (Scope 1)	11,863	11,751	1.0	9,718	1,944	-39.0
Indirect GHG emissions in tonnes of CO <sub>2</sub> e (Scope 2), market-based	2,998	3,605	-16.8	1,260	252	19.0

Indirect GHG emissions in tonnes of CO <sub>2</sub> e (Scope 3)	1,702,258	1,457,016	16.8	896,703	179,341	-5.1
a) Procurement	1,330,046	1,126,986	18.0			
b) Upstream transport	14,199	13,899	2.2			
c) Business travel and commuting	12,900	13,552	-4.8			
d) Waste disposal	170,988	134,095	27.5			
<b>Total (market-related)</b>	<b>1,717,120</b>	<b>1,472,373</b>	<b>16.6</b>	<b>907,681</b>	<b>181,537</b>	<b>-5.4</b>

## GHG emissions in Germany

The calculation took into account emissions from material procurement and upstream and downstream transport, energy consumption, business travel, leased vehicles, commuting behaviour, working from home, and paper and printed materials at all administrative and production sites in Germany. Scope 3 also takes into account emissions from waste disposal.

Data point	2024	2023	Change compared to previous year in %
Scope 1	8,498	7,965	6.7
Scope 2	666	905	-26.4
Scope 3	696,775	682,497	17.2
<b>Total emissions</b>	<b>705,939</b>	<b>691,367</b>	<b>2.1</b>

## Global GHG intensity based on net revenue

<b>GHG intensity per unit of net revenue</b>	<b>2024</b>	<b>2023</b>	<b>Change compared to previous year in %</b>
Total GHG emissions (market-based) per net revenue (t CO <sub>2</sub> e/million EUR)	840.1	696.7	20.6

## "Emission Zero": Status of target achievement

<b>Reduction in GHG emissions in t CO<sub>2</sub>e</b>	<b>2024</b>	<b>2019</b>	<b>Change compared to reference year in %</b>
Revenue in million EUR	2,044	1,751	+16.7
Employees	6,867	5,641	+21.7
GHG emissions in tonnes of CO <sub>2</sub> e	1,717,120	1,815,360	-5.4
Intensity in tonnes of CO <sub>2</sub> e per million euros of turnover	840.1	1,036.8	-19.0
Intensity in tonnes of CO <sub>2</sub> e per employee	250	322	-22.4

## 2.2 Biodiversity and water resources

### Impacts, risks and opportunities

As a company in the construction industry, Schüco relies on various natural resources. These include, in particular, aluminium and iron ores, crude oil and sand. Their extraction and processing also involve significant land use and water consumption.

For us, sustainable business means not overexploiting existing resources – and, where this has already happened, actively contributing to the relief and regeneration of ecosystems.

Material processing, transport, building design: throughout our value chain, we influence ecosystems in a variety of ways. The mining of bauxite, the raw material for aluminium, and the extraction of crude oil for plastics production have a significant impact on natural habitats. The design and use of buildings also affect land use and the environment. Conversely, intact ecosystems are a key prerequisite for our economic success. This becomes particularly evident when extreme weather conditions lead to disruptions in the supply chain.

Many of the negative impacts on biodiversity and water resources arise in upstream processes, outside our direct sphere of responsibility. Yet through our material procurement, we contribute to them indirectly. To manage our environmental impacts effectively and promote sustainable solutions, it is crucial to better understand the interconnections between our dependencies and their effects.

In 2024, we collaborated with 36 other partners from the fields of science, business and environmental protection on a biodiversity project run by the Michael Otto Environmental Foundation. The objectives:

- Developing biodiversity criteria for a materiality analysis that takes site-specific characteristics into account
- To evaluate and compare software alternatives for data collection

A key outcome was a practical guide for companies wishing to conduct a CSRD-compliant materiality analysis in the field of biodiversity. On this basis, we have also derived a procedure for our own use, which we also apply to identifying water-related issues relevant to us.

Using the WWF Risk Filter, we identified potential impacts, risks and opportunities along our value chain. The focus was on the materials central to our operations: aluminium, PVC, steel and glass. The findings were assessed using a four-point scale.

As part of the project with the Michael Otto Environmental Foundation, criteria were developed for a site-specific assessment of biodiversity issues. Together with the WWF, we are now working to translate these criteria into a strategy, with a view to collecting structured data in the next phase. Through dialogue with experts – in face-to-face discussions, discussion forums and multi-stakeholder initiatives – we are refining our understanding of the identified sustainability issues and their relevance.

### Our strategic approach

We are currently working with the WWF to develop a strategy to systematically identify and address biodiversity, water and resource-related aspects both within our direct sphere of influence and along the value chain.

Our approach is based on the understanding that sustainability should be viewed as a holistic challenge in line with the UN Sustainable Development Goals (SDGs). Our aim is to minimise negative impacts on ecosystems through site-specific measures and to promote the regeneration of these natural areas.

We see the circular economy as the key lever: by increasing the use of recycled and resource-efficient materials, we reduce our dependence on primary raw materials – and thus make an active contribution to protecting the environment.

## 2.3 Resource use and the circular economy

45 per cent of global CO<sub>2</sub> emissions result from the manufacture, use and disposal of products. Added to this are further environmental impacts along the value chain. That is why a key objective of the circular economy is to minimise resource consumption. Schüco takes action at various stages of the product life cycle to reduce material use in buildings and close usage cycles.

### Impacts, risks and opportunities

A key challenge facing the construction industry is to provide affordable housing and the necessary infrastructure for a growing number of people, whilst simultaneously meeting the criteria for sustainable construction. Closely linked to this is the question of the sustainable use of resources: particularly in emerging economies, more housing must be created without further driving up the consumption of primary raw materials and energy. And in Germany, the federal government announced as early as 2021 the target of building 400,000 affordable and climate-neutral homes annually – but has so far fallen well short of this. In addition to resource-efficient new-build concepts, the energy-efficient refurbishment of existing buildings also offers considerable potential for greater climate and resource protection in the construction sector. Against this backdrop, the ‘Renovation Wave’ announced in the European Green Deal aims to raise the annual modernisation rate to 2.5 per cent. To achieve this, between 10 and 20 million homes would need to undergo energy-efficient refurbishment each year. Currently, however, the rate stands at less than 1 per cent.

Schüco addresses the requirements for a more sustainable construction industry in two ways.

1. With products that reduce energy consumption during the operational phase: these include solutions for an energy-efficient building envelope, e.g. systems with particularly low heat transfer and high airtightness. Sun protection systems also help to reduce energy consumption.
2. With products that are material-efficient and recyclable: Schüco systems are designed for durability and recyclability, regardless of the raw material used.

At the same time, we are seeing increased demand for building materials with a reduced carbon footprint, which we are addressing, amongst other things, by offering material variants with a higher recycled content in the aluminium and plastics sectors. By simultaneously committing to effective return mechanisms for end-of-life materials, we are positioning ourselves to become less dependent on fluctuating raw material availability and prices in the long term.

Currently, however, high demand in the secondary raw materials markets is also leading to shortages and cost increases for recycled aluminium and recycled PVC. Given the long service life of aluminium and plastic windows, as well as the low renovation rate, it is likely that even in the medium term there will not be enough waste material available to meet the growing demand for materials with a higher recycled content. In the case of PVC in particular, there is also an oversupply of virgin material, which has increased competitive pressure in the virgin goods segment and led to price reductions. Recyclates are therefore currently consistently more expensive than virgin goods.

The targeted increase in the refurbishment rate, along with further expansion of collection and take-back systems, could help to recover more waste material for the production cycle and increase the market penetration of products with a higher recycled content.

### Our strategic approach

At Schüco, we see our strategic focus on circular resource use as a major lever for operating in a more environmentally sustainable and, in the long term, climate-neutral manner: by developing durable, material-efficient products on the one hand and closing our resource cycles on the other, we reduce our demand for primary materials. In doing so, we are also making an active contribution to decarbonisation, the preservation of biodiversity and the protection of water resources at the start of the supply chain.

We are guided by the vision of a holistic circular economy: every product, every resource and every process should contribute to closing cycles and creating added value. Resources should be conserved and reused. From this, we derive three strategic priorities.

Procurement

We view buildings as the raw material reserves of the future and are working to return materials to the production cycle following demolition. In collaboration with the recycling company Remondis, Schüco began in 2022 to establish a network for the collection and processing of end-of-life PVC windows and production offcuts. In the first two financial years of our joint venture RE:CORE, we were able to persuade Schüco partners and Schüco window manufacturers to join the scheme. Since October 2024, RE:CORE has also been a network partner of Rewindo, the recycling initiative of the German plastics industry. Furthermore, since March 2025, we have been cooperating with the TSR Group, a leading specialist in the processing of scrap metal. The partnership aims to collect old windows from renovation projects and profile offcuts from production and process them into high-quality recycled raw materials (see below in the 'Existing Stock' section). A partnership has also been in place with Saint-Gobain Glass Germany since April 2025. This helps to promote the reuse of glass in the construction industry. This is because the use of recycled glass to manufacture new flat glass conserves valuable natural resources such as sand, soda and lime, and significantly reduces energy consumption.

## New construction

Through the design and provision of durable and recyclable products, we contribute to extending the service life of products and closing resource cycles.

At product level, Schüco is continuing to drive forward the Cradle to Cradle certification of its aluminium systems. With 95 certified systems, which account for 20 per cent of the metal construction division's turnover in Europe, Schüco is one of the industry pioneers in implementing the Cradle to Cradle principle.

Furthermore, Schüco engaged intensively with the principles of circular design during the reporting period. At the BAU trade fair in January 2025, the company presented a fully circular aluminium window for the first time (see 'Best Practice'): 'AW Circular' was developed to reduce resource consumption, emissions and waste generation throughout the product lifecycle, whilst helping to close resource loops. In addition, various CO<sub>2</sub>-reducing measures have been implemented for AW Circular. These include, amongst other things, material-efficient design, an increased proportion of recycled material and the use of reused components.

In the plastics sector, where Schüco carries out its own production, the proportion of recycled material in products was further increased from an average of 21 per cent (2023) to 24 per cent (2024). In parallel, new PVC material variants with a specified recycled content were introduced on 1 January 2024 (see 'Best Practice').

## Existing buildings

With energy-efficient products and holistic advisory approaches, we help to adapt existing building stock to current needs and maintain the value of properties.

To ensure the long-term value retention of existing properties, Schüco has developed a comprehensive consultancy, product and service programme under the name "Value Up" (see "Best Practice"). It encompasses solutions across all phases of the renovation process – from analysis through planning and refurbishment to operation. The focus is on cost- and time-efficient measures for an improved energy balance.

The recycling of waste materials is also a key component of "Value Up". To this end, Schüco has expanded its recycling activities: in addition to PVC, we also collect metals, glass, wood and sealing materials directly from the construction site in cooperation with specialist partners, and return these so-called post-consumer materials to sustainable raw material cycles. The service offering includes the identification of building components and materials to be recycled, volume analyses of the resulting material flows, the development of a logistics concept, and preliminary calculations of revenue from scrap metal. In addition, Schüco estimates the expected recycling rates and provides clients with the relevant documentation and certificates. The new service is offered through RE:CORE metals GmbH, which was founded in December 2024.

## Measures

We have implemented the following key measures in the area of resource utilisation and circular economy in 2023/2024:

## Focus on products

The “AW Circular” product concept aims to reduce resource consumption, emissions and waste generation throughout the entire life cycle of an aluminium window. At the same time, it creates the conditions necessary to fully close resource loops. To achieve these goals, we adhere to the Cradle to Cradle Material Health Gold standard across all product variants: this standard is only met if 100 per cent of the materials used are harmless to health and recyclable. AW Circular also ensures easy maintenance and repair, as well as refurbishment, retrofitting and reuse of the entire window or individual components.

## Focus on materials

From 2024, fabricators will be able to choose between two options with resource-optimised formulations when selecting PVC profiles: The ‘Schüco BALANCED PVC’ material standard features an inner core made from recycled material or, alternatively, a resource-optimised inner core PVC formulation. At the same time, the proportion of recycled material in the product is being continuously increased: By default, 64 per cent of the PVC profiles already contain secondary PVC. ‘Schüco BALANCED PVC’ thus meets most of the requirements for building certification. With the ‘Schüco RECYCLED PVC’ material option, the profiles are supplied with a guaranteed recycled content of between 39 and 57 per cent. Some profile geometries are therefore suitable for buildings eligible for special subsidies.

## Focus on the business model

With “Schüco Value Up”, we offer holistic solutions across all phases of the refurbishment process – from analysis through planning and renovation to operation. The focus is on cost- and time-efficient measures for an improved energy balance. For example, existing sash frames from the Royal S series can be replaced with energy-optimised AWS sash frames featuring a new centre seal and glass seal, as well as new hardware. The original frame is retained during refurbishment. This allows the replacement to take place whilst the building remains in use. Mullion-transom façades can also be upgraded with minimal dismantling effort. With the “Schüco AOC Reno” system, old supporting structures are covered using adapter assemblies and simultaneously receive a completely new insulation and sealing layer. The interior wall connections remain unaffected by this minimally invasive retrofitting solution, and the old façade does not need to be dismantled.

### 3. Social

We want to attract the best employees to Schüco and retain them within the company in the long term. To this end, we focus on a motivating and inclusive working environment that enables individual career paths. As an international company, we are also committed to upholding labour and human rights and align our business activities accordingly.

In the 'Social' section, we highlight how we are committed to good working conditions and fair treatment both within and outside our company.

- Human and labour rights
- Occupational health and safety
- Diversity and Inclusion
- Professional development

Employees by region 2024

	<b>Worldwide</b>	<b>Of which Germany</b>	<b>Of which India</b>
<b>Total</b>	6,867	4,006	757
Of which male	5,334	3,073	700
Of which female	1,524	933	57

Employees by region 2023

	<b>Worldwide</b>	<b>Of which Germany</b>	<b>Of which India</b>
<b>Total</b>	6,787	3,985	729
Of which male	5,274	3,051	686
Of which female	1,513	934	43

Employees by type of employment 2024

	<b>Male</b>	<b>Female</b>
<b>Total worldwide</b>	5,334	1,524
Of whom on fixed-term contracts	304	57
Of which on permanent contracts	5,030	1,467
Of which full-time	5,158	1,179
Of which part-time	176	345

Employees by type of employment 2023

	<b>Male</b>	<b>Female</b>
<b>Total worldwide</b>	5,274	1,513
Of whom on fixed-term contracts	296	65
Of whom on permanent contracts	4,978	1,448

Of which full-time	5,124	1,172
Of which part-time	150	341

#### Staff turnover

	2024	2023
Employees who have left the company		
Number of employees who have left the company	626	689
Staff turnover rate	9.2	10.2

### 3.1 Human rights, labour and social standards

We are committed to respecting internationally recognised human rights and to aligning our business activities with these principles. This includes, in particular, the prohibition of child labour and forced labour, as well as all forms of slavery and discrimination.

Our commitment also includes the prohibition of forced evictions and the causing of harmful environmental pollution. The same applies to the deployment of security forces where this entails a risk of human rights being disregarded or restricted. Furthermore, we act in accordance with country-specific laws to uphold freedom of collective bargaining and association, as well as occupational health and safety. We pay all employees fair wages that do not fall below the statutory or collectively agreed minimum wage of the respective country. In countries without a minimum wage agreement, we base our wages on local standard rates, which are defined and mandatorily applied by, for example, employers' associations and trade unions.

As an internationally operating company, we are committed to respecting recognised international labour and human rights standards, in particular:

- the International Bill of Human Rights, including the United Nations (UN) Universal Declaration of Human Rights
- the core labour standards of the International Labour Organisation (ILO)
- the principles of the UN Global Compact
- the OECD Guidelines for Multinational Enterprises
- the UN Guiding Principles on Business and Human Rights
- the Minamata, POPs and Basel Conventions

As early as 2013, Schüco introduced a compliance programme setting out legal and ethical principles that all employees within the company are obliged to adhere to: We are committed to respecting internationally recognised human rights and to aligning our business activities with these principles without compromise. This commitment applies to our own business operations as well as to our activities within the supply and value chain. A team of compliance experts supports the company and all employees in implementing applicable law.

- Our clear stance on respect for human rights is set out in our compliance principles within our **Code of Conduct**, which is available in German and English, amongst other languages.

- We have published a detailed statement on respect for human rights and environmental standards in a **policy statement**.
- With our online **Modern Slavery Act** – Group Statement, we take a stand against all forms of forced labour and modern slavery.

The standards and codes of conduct are also described in **compliance guidelines**. These are made available in several languages and apply worldwide as Group requirements, unless local legislation necessitates deviating provisions. Our national subsidiaries and branches in China, the UK, France, India, Italy, Sweden, Denmark, Norway and Russia therefore operate in accordance with compliance guidelines that have been adapted to the particularities of national law and specific risks.

### Assessment of human rights-related risks

Under the Supply Chain Due Diligence Act (LkSG), which came into force on 1 January 2023, we have systematically analysed human rights-related risks within our own companies and among our direct suppliers.

In the two-stage process, potential risks were first identified using relevant human rights indices. Schüco's own business division consists predominantly of administrative sites where no high-risk processes or production activities take place. Nevertheless, risks were identified relating to the disregard of work-related hazards, as well as to the unequal treatment of employees in terms of holiday or salary arrangements. All potential risks were transferred to a risk matrix and further detailed by the individual business divisions based on their potential severity, scope and irreversibility. Furthermore, all business divisions were asked to complete a questionnaire on how they deal with specific environmental and human rights aspects.

Based on the scope of business activities, the key direct suppliers were first identified. These were categorised using software according to their country and sector risk classes. This was followed by a detailed risk analysis: the suppliers were sent a questionnaire that complied with the requirements of the LkSG. In the final step, suppliers with a high risk of human rights violations were examined in detail in particular, with a view to initiating further measures where necessary.

During the reporting period, no risks or violations were identified among our direct suppliers that required additional preventive or remedial measures.

We address aspects that extend beyond our sphere of influence, such as compliance with human rights in upstream stages of the value chain, through partnerships: for example, as a founding member of the Aluminium Stewardship Initiative (ASI) ((please link)), we are committed to establishing globally applicable and certifiable sustainability standards in the aluminium supply chain.

The "ASI Performance Standard" and the "ASI Chain of Custody Standard", under which Schüco is certified at its sites in Germany, France, Italy and the UK, set out, among other things, clear requirements for the protection of human and labour rights. A particular focus of the ASI is on safeguarding the rights of indigenous communities, who are frequently confronted with land-use conflicts as a result of mining.

Schüco offers various advisory services on ethical and legally compliant conduct. The Compliance Office, as part of the "Legal, Compliance and Data Protection" division, plays a central role in this regard. It manages and coordinates the implementation of Group guidelines across the entire Schüco Group organisation. The head of the division is also the Chief Compliance Officer (CCO) and reports directly to the personally liable partner of the Schüco Group.

Employees wishing to report a breach of compliance requirements can contact not only the Compliance Office but also an external confidential lawyer. This ombudsman also accepts anonymous reports of breaches of laws or internal guidelines upon request and is available to provide advice and support. If breaches of compliance requirements are reported, an investigation is initiated. Depending on the nature of the potential breach, this is carried out by the relevant department within the company, e.g. the Compliance Office or the Data Protection Officer. The department also decides on the course of action and involves other individuals where necessary. In doing so, the interests of all parties involved are carefully weighed up.

Remedial measures, which depend on the nature and severity of the breach, are also determined on a case-by-case basis.

## Employment law and remuneration

The key to a working environment that is both productive and pleasant is a corporate culture characterised by appreciation, respect and fairness. This principle applies to Schüco worldwide. We create the basic conditions for this by complying with the legal requirements applicable to our national subsidiaries and by applying the relevant collective agreements. At our sites in Germany, for example, we adhere to the collective agreements for the wholesale and foreign trade sector in North Rhine-Westphalia, the collective agreements for the metal and electrical industry in North Rhine-Westphalia, and the collective agreements for the wood and plastics industry.

Equal pay for equal work is a central aspect of equal opportunities and contributes significantly to a fair and appreciative working environment. As a company that actively promotes diversity and inclusion (see also: 'Diversity and Inclusion'), we expressly recognise the importance of this issue. Our focus to date has been on creating a corporate culture that strengthens equal opportunities across various dimensions – whether through career advancement for women, flexible working time models or raising awareness of unconscious bias. In recent years, a key priority has been the targeted promotion of women into leadership roles, as greater representation of women in senior positions contributes to closing gender pay gaps in the long term.

We are also committed to realising equal opportunities not only in terms of career and development prospects, but also to ensuring fair remuneration structures. At present, salary distribution is not systematically analysed by gender or other diversity parameters. As part of the further development of our diversity management, we are therefore also examining how we can conduct a transparent analysis of gender-specific salary structures and integrate this into our processes.

## Key figures

### Collective agreement coverage

<b>Employees covered by collective agreements</b>	<b>2024</b>
Schüco Group as a percentage	72
Of which in the European Economic Area (in %)	81
Of which outside the European Economic Area (in %)	41

### Social dialogue

<b>Employees covered by employee representation</b>	<b>2024</b>
Schüco Group as a percentage	74
Schüco Germany as a percentage	95

## 3.2 Health and Safety

Prevention is at the heart of our occupational safety measures: we aim to effectively prevent workplace accidents and ensure that our employees always work in a safe and healthy environment.

Schüco adheres to the statutory guidelines on occupational health and safety, which in Germany are governed by the regulations of the Joint German Occupational Safety and Health Strategy (GDA). We regard these statutory provisions as minimum requirements, which we aim to exceed in the interests of our employees. The following information relates primarily to our German sites. As part of our CSRD reporting, we will gradually incorporate international occupational health and safety strategies and measures in future.

## **Committees and processes**

At our German sites, we have established occupational health and safety committees (ASA) to discuss matters relating to occupational health and safety and accident prevention. The committee comprises various specialists and managers from the company. The representatives for employees with severe disabilities and the fire safety officer are also involved. The committees thus represent all employees in Germany. Depending on operational circumstances, the committees discuss, among other things, current safety challenges and advise on training, education and motivation measures. The development of priority programmes also falls within the ASA's remit.

The "Safety & Security Management" department at the Bielefeld site provides support on all matters relating to occupational safety and fire safety. The department also ensures smooth processes in health and safety and coordinates the other areas of responsibility across Germany. Managers are also expressly obliged to ensure the occupational safety of their employees. They are in regular contact with the occupational safety specialists. Together, they carry out site inspections for risk assessment and hazard evaluation, and derive appropriate protective measures, such as mandatory e-learning courses.

Every workplace accident is reported internally and triggers an accident root cause analysis with managers, on the basis of which appropriate measures are initiated. Examples include process adjustments and technical or personal protective measures in the form of specialised equipment. The results of the accident root cause analysis and the protective measures taken are summarised in a report and incorporated into the risk assessment.

## **Responsibility and communication**

Managers are responsible for informing their staff about all important aspects of occupational health and safety and for enabling them to participate in preventive medical check-ups and other services. Regular updates on the intranet also inform employees about training and qualification opportunities, as well as occupational health and safety measures that have been implemented. A separate page on the intranet provides site-wide information on current prevention reports and organisational instructions regarding occupational safety.

All employees receive annual training on occupational health and safety. This is delivered by managers, who are supported by internal and external experts.

Selected topics are also covered through mandatory e-learning. These include both cross-departmental topics – e.g. hazards in the office, mobile working, reporting obligations, fire safety or first aid measures – as well as subject-specific content, including special driver safety training for car and lorry drivers.

## **Advice and preventive care**

At our German sites, we offer medical advice as well as mandatory, optional and voluntary preventive health check-ups through the occupational health service, tailored to the individual work activities of our employees. For instance, there are specific preventive health services for work involving computer screens or noisy workplaces, as well as for driving, control and monitoring tasks. At regular intervals, our employees also have the opportunity to take advantage of preventive services such as flu vaccinations or eye examinations.

Our colleagues in Dubai have also dedicated special campaign days to the topic of preventive healthcare, inviting staff at the Dubai and Sharjah sites to attend preventive health checks and medical consultations. Free spectacle frames were distributed, with the lenses subsequently covered by insurance.

## **Further measures**

Physical activity is a key component of our health prevention programme: we offer our employees a comprehensive range of company sports activities, which currently includes badminton, football, volleyball and table tennis. By the end of 2024, around 100 employees were registered with the company sports association.

On the initiative of employees, the "JobRad" project has also been in place since 2015: under this scheme, employees can finance new bicycles and e-bikes through salary sacrifice. During the reporting period, a total of 509 new JobRad contracts were concluded for bicycles and pedelecs. For this initiative, which also includes charging points, service stations for minor repairs and staff showers, Schüco was awarded the "Excellent for Cycling" rating in 2024, which is presented by the City of Bielefeld in cooperation with the local Alliance for Families.

In addition to safeguarding physical health, Schüco also focused on mental health prevention for its employees during the reporting period. An in-house initial consultation service was set up to offer those affected early support and advice in the event of emotional difficulties. Acting as a first point of contact, this service helps employees find information on specific issues and puts them in touch with external specialists. Through a partnership with a service provider, employees have also been able to access life coaching since 2024. Furthermore, there is the option to consult in-house addiction counsellors for information, advice and support. In 2023, Schüco also carried out a mental health risk assessment in two departments at the Bielefeld site as part of a pilot project. Following this, appropriate preventive measures were developed and improvements were implemented as part of a follow-up process.

We implemented the following key measures in the area of occupational health and safety in 2023/2024.

Holistic health – what does that actually mean? What is good for me, where do I need support? These questions marked the launch in January 2023 of the employee-organised “Health Network@Schüco”. The idea: to share knowledge and support one another – in the truest sense of the word. The initiative came from a colleague who is a qualified nutrition and health advisor. Her motto: even small changes can noticeably improve personal well-being. During the reporting period, the network organised four meetings with different focuses, each attended by up to 15 employees.

The “Well-Being and Empowerment” training project offered employees at the Padua site in Italy the opportunity in spring and summer 2024 to engage intensively with the topics of resilience and inner strength. Early in the morning, green mats were rolled out for group yoga sessions. Over a total of five sessions, participants not only learnt to increase their physical flexibility but also to sharpen their concentration. For more ease and positivity in everyday working life – or simply for an active start to the day.

For many years, the Weißenfels site has been working with an external provider of workplace health management. One result of this collaboration is the ‘Active Break’: twice a week, employees gather on the green spaces of the Schüco site, in the offices and corridors, and in the logistics and production halls to take part in a 15-minute active recovery session under the guidance of a physiotherapist. The participants themselves determine the focus. Depending on the department and how people feel on the day, up to 20 colleagues take part. For anyone unable to attend in person, Schüco offers an online alternative via livestream.

## Occupational safety and health: Key figures

The data collected relates exclusively to the German sites of the following companies: Schüco Coating Solutions GmbH & Co. KG, Schüco Global Services KG, Schüco International KG, Schüco Interior KG, Schüco Polymer Technologies KG, Schüco Prefab Solutions KG, Schüco PWS Kaschierungs KG and Schüco PWS Produktions KG. There were no work-related fatalities during the reporting period.

### Reportable occupational accidents and illnesses

	2024	2023	Change compared to previous year in %
Number of work-related accidents (reportable)	115	119	-3.4

### Days lost due to work-related illnesses

	2024	2023	Change compared to previous year in %
Days lost due to work-related injuries	1,747	1,038	11.8

## 3.3 Diversity and Inclusion

We value the diversity of people, opinions and experiences. Our aim is to create a working environment in which employees feel valued and respected, regardless of gender, age, religion, health, background or cultural and personal identity. Everyone at Schüco should feel empowered to realise their full potential.

### Impacts, risks and opportunities

When it comes to promoting diversity, equal opportunities and inclusion, the business sector bears a special responsibility: by creating working environments free from prejudice, companies ensure that employees experience appreciation, career advancement and protection from discrimination, regardless of specific identity characteristics.

For Schüco, too, active diversity management brings many opportunities:

**Fostering individual strengths:** We encourage employees to recognise their own abilities, skills and ideas and to apply them effectively in the workplace.

**Boosting innovation:** Diverse teams, which bring different perspectives to the table, achieve more creative solutions and a deeper understanding of diverse customer needs compared to homogeneous groups. With this in mind, we ensure that we promote diversity within teams right from the recruitment process.

**Supporting individual needs:** Active diversity management helps us create suitable structures to provide optimal support for employees who, due to their personal circumstances, require specific spatial or organisational arrangements. To this end, the Inclusion Officer, the Representative for People with Severe Disabilities, HR managers and the Diversity Management team work closely together.

**Strengthening the employer brand:** We make our stance on diversity and inclusion clear, thereby promoting a positive perception of our company. Schüco takes social responsibility seriously, which appeals particularly to younger talent and positions us as a committed and attractive employer.

### Our strategic approach

At the end of 2023, we at Schüco began to systematise our approach to diversity management. In a cross-departmental working group, we first formulated overarching goals and thus established an initial focus.

In particular, our diversity management should aim to:

- Ensuring equal opportunities for all employees, regardless of their identity characteristics
- to create an inclusive corporate culture that involves all employees
- Ensuring that Schüco is perceived by employees and applicants as an attractive employer that values and promotes diversity

We see the development of a company-wide awareness and training programme as a key lever in this regard. To reaffirm our commitment to an open and diverse corporate culture, we signed the Diversity Charter in 2024 and are also encouraging other national subsidiaries to support local diversity initiatives. In this way, we aim to broaden our focus to reach, in particular, the 2,750 employees working for Schüco outside Germany. As a first step, we have expanded our existing cross-site network of HR experts to include international HR managers in regular exchanges alongside their German counterparts. The aim of this networking is, in particular, to raise awareness of the great importance of diversity in practice and to share best practices.

At the same time, work began at the end of 2024 on developing a company-wide strategy to promote diversity, equality and inclusion. Taking local circumstances into account, it is intended to provide guidelines for understanding and implementing diversity across the entire Schüco Group from 2026 onwards.

### Measures

Addressing discrimination

At Schüco, we do not tolerate condescending, demeaning, discriminatory, offensive or fundamentally disrespectful words or actions towards colleagues. Incidents of discrimination, insults and sexual harassment of any kind can be reported by those affected. Employees can contact the confidential advisory service based in Germany by telephone or email, or, internationally, the external confidential lawyer who has been working for Schüco since 2022 (see also: Corporate policy and culture).

In addition, Schüco has a clearing house in Germany that takes action in the event of breaches of the management guidelines. The committee, comprising 13 members in equal numbers from the works council, management, employees and HR representatives, offers support and advice if a manager's behaviour is perceived as unfair (unequal treatment, tone of voice, etc.). Users of the clearing house are assured of complete confidentiality and may remain anonymous if they wish.

#### Adapting our recruitment process

Inclusion starts with recruitment: in collaboration with the Job Centre, we revised our job advertisements in 2024. Our aim was to make both the job description and the subsequent application process inclusive, and in particular to encourage people with disabilities to apply to Schüco. At the same time, HR staff took part in an e-learning course on 'unconscious bias'. With this training, which is also available to all staff via our digital learning platform, we aim to encourage staff to become aware of their own biases and to counteract them.

#### Work-life balance

"Life-stage flexibility" is the buzzword under which Schüco offers employees various options for successfully balancing their private and professional lives. The range of options extends from parent-child offices and emergency childcare at the Bielefeld site, through flexible solutions for remote working and e-bike leasing, to external counselling services. We also offer employees flexible working hours and individual working time models, which are regulated in various works agreements. In 2024, we received the "Excellent Family-Friendly" seal for the second time for our family-friendly HR policy, awarded by the City of Bielefeld and the "Local Alliance for Families". Schüco Greater China received the "Prime Employer for Women" award in 2024. The award was established in 2018 by the advisory platform ShePower and recognises employers committed to gender equality and equal opportunities.

#### Career development for women

For ten years, Schüco has been working with the non-profit organisation ANNA+CIE, which aims to support women on their path to top management and prepare them both personally and professionally. Since then, nine participants have already taken part in "ANNA Executive", a programme for experienced female executives. In 2022, the programme was further expanded to include a four-month leadership programme for young female executives, "ANNA Step Up". In this programme, participants further develop their leadership skills, draw up an individual action plan for their professional and personal development, and receive valuable feedback from external mentors.

During the reporting period, two women took part in the "ANNA Step Up" programme, whilst another began the "ANNA Executive" training pathway in 2023.

#### Representation for People with Severe Disabilities

At Schüco International KG, in addition to the local representatives for severely disabled employees (SBV) at the German sites, there is also an elected, three-person overall representative body for severely disabled employees. The chairperson may use 100 per cent of their working hours to address the questions and concerns of colleagues with disabilities and to promote the integration of severely disabled people into the company. The representatives for severely disabled employees work closely with the Inclusion Officer and senior management. At the same time, they maintain close contact with the works council and with colleagues across a wide range of departments. At other German sites, too, employees' concerns are addressed via a representatives for severely disabled employees.

We implemented the following key initiatives in the area of diversity and inclusion in 2023/2024.

#### Intercultural training

Twice a year, Schüco invites all new employees of the group to the "Onboarding Days" in Bielefeld. An integral part of this three-day information and exchange event is an intercultural training session. It aims to strengthen cross-border collaboration and bring the participants' diverse cultural backgrounds to life. In doing so, it highlights personal biases and 'blind spots', but also shows ways to leverage individual differences within teams to our advantage. The one-day training sessions bring together colleagues from up to 17 different countries. In addition, employees can select suitable content from a wide range of intercultural e-learning modules to expand their skills.

## Diversity Theme Week

At the end of May, Schüco held its first “Diversity Days”: to mark European “Diversity Month”, new content on diversity and inclusion topics was published on the intranet over six consecutive days. Colleagues from all over the world described in video statements what diversity means for their day-to-day work. And Schüco CEO Andreas Engelhardt explained the link between diversity and business success. The aim: to raise awareness of a complex issue and encourage employees to actively engage with diversity.

## Female Network

Around 22 per cent of Schüco’s employees are women. To ensure this figure rises in future, the Female Network, founded in 2022, is committed to promoting equal opportunities. The basic idea: to create a welcoming environment in which women can share their experiences and career paths, thereby learning from one another. The network offers the opportunity to exchange ideas in a confidential setting and to work together to identify areas for improvement. Currently, around 50 women take part in the quarterly meetings and regular events.

## Diversity and inclusion: key figures

### New hires by gender

	2024	2023
Total	676	624
Of which men (%)	78.8	76.9
Of which women (%)	19.8	23.1
Of which, no information provided (%)	1.3	0

### First admissions by age, worldwide

	2024	2023
Total	676	624
Of which <30 years in %	39.6	41.6
Of which 30–50 years old (%)	52.4	48.8
Of which >50 years old (%)	8.0	9.6

### Staff turnover rate by gender

	2024	2023
Total	633	689
Of which men (%)	78.0	79.2
Of which women (%)	22.0	20.8

### Gender distribution in senior management (in %)

	2024	2023
Male	100	100
Female	0	0
Other	0	0

### People with disabilities\*

	2024	2023
Proportion of employees with disabilities (in %)	4	4

\*The figures relate to the Schüco Group’s German sites (excluding acquisitions).

	2024	2023
Employees entitled to family-related leave (as a percentage)	100	100
Percentage of utilisation (total)	4.7	6.1
Female employees (in %)	7.1	8.6
Male employees (as a percentage)	4.0	5.3

\*The figures relate to the Schüco Group's German sites (excluding acquisitions).

## 3.4 Professional development

### Measures

We want to support our employees in realising their full potential. At Schüco, we also place great importance on a culture of active feedback.

Schüco offers individual career paths for aspiring managers and technical specialists. A wide range of training opportunities is available for this purpose – from face-to-face sessions and online training to e-learning. These cover both professional and personal development topics, including leadership, digital skills, and team and project management. We also use training to raise our employees' awareness of sustainability issues.

Since 2022, the Schüco Academy has served as an international training platform, bringing together more than 1,000 training courses from all specialist areas, including products, sustainability, soft skills and IT knowledge. This enables us to offer a targeted combination of face-to-face sessions and in-depth digital learning content. Mandatory training is provided for the areas of compliance, occupational health and safety. In December 2024, the digital offering was expanded by a further 100 e-learning modules – covering topics ranging from feedback culture to mindfulness. These are available to all employees in several languages. Another focus is on knowledge sharing: employees have the opportunity to create their own content and share their expertise with colleagues worldwide. During the reporting period, 350 authors contributed by turning relevant insights from their departments into learning modules. Through the agile co-creation concept, we have succeeded in capturing new knowledge more quickly and making it available to the entire company.

#### Agile working methods

The world of work is changing rapidly: digitalisation, new technologies and evolving customer requirements demand a rethink of existing processes. To support our departments in this transformation process, we have launched the Schüco Co-Pilot Programme. In this programme, employees are trained as internal transformation facilitators who, together with a team from organisational development, specifically initiate and manage change processes within their departments. Their tasks include advising on issues, recommending suitable agile or traditional methods, facilitating workshops and information sessions, and connecting colleagues facing similar challenges. By the end of 2024, 35 employees will have successfully completed the programme.

#### Focus on sustainability: raising awareness and building knowledge

Schüco offers a modular training programme on company- and industry-specific sustainability topics. It covers both overarching aspects such as 'Sustainability in Buildings' or 'Sustainability at Schüco' as well as in-depth content such as 'embodied carbon' and 'EU regulations'. The programme is available to all employees of the Schüco Group as a voluntary learning module.

During the reporting period, the programme was expanded to include a general sustainability training course that examines the topic from a personal perspective. The aim is to strengthen the connection to one's own daily life and to highlight concrete ways to take action – both at work and in private life. Participants can, for example, calculate their own carbon footprint or draw inspiration from best practices for sustainable behaviour.

### Professional development: key figures

Average number of training hours per employee

	<b>2024</b>	<b>2023</b>	<b>Change compared to previous year in %</b>
Average for all employees	4.6	4.9	-6.2
Female employees	5.6	6.3	-11.1
Male employees	5.1	5.4	-5.6

## 4. Governance

We want our products to consistently meet the high standards of quality and sustainability that our customers rightly expect from us. To live up to this standard, we rely not only on technical expertise but also on a solid foundation of shared values.

At the same time, we act ethically and in accordance with applicable laws.

We regard sustainable management of natural resources and compliance with environmental protection laws as a fundamental obligation. We treat our employees and business partners fairly and with respect. We expect our business partners to respect the principles set out in the Code of Conduct and to act accordingly.

In the 'Governance' section, we provide insights into our corporate culture and demonstrate how we ensure that we act ethically and in compliance with the law in accordance with our guidelines.

- Corporate culture and policy
- Anti-corruption

### 4.1 Corporate Policy and Culture

We aim to be the first choice for our partners at every stage of a construction project – worldwide. To live up to this ambition, we boldly break new ground and identify innovative technologies across industries. Values such as trust, responsibility and reliability are very important to us as a family-run business. We value the diversity of people, opinions and experiences and work together to develop the best solutions for our clients. Treating one another with respect and mutual appreciation are non-negotiable principles for us. In our statement of principles, we have further elaborated on our understanding of corporate responsibility towards people and the environment.

#### Our Code of Conduct

In our Code of Conduct, we define the legal and ethical principles that we at Schüco are committed to upholding.

- In particular, we are committed to the principles of fair competition and free markets. We therefore tolerate neither corruption nor breaches of competition law.
- We regard sustainable management with regard to natural resources and compliance with environmental protection laws as a matter of course.
- We treat our employees and business partners fairly and with respect.

In 2022, the Schüco Code of Conduct was expanded to include new requirements from the Supply Chain Due Diligence Act (LkSG). The global roll-out took place in the first half of 2023, accompanied by training sessions.

We also expect our business partners to respect the principles set out in the Code of Conduct and to act accordingly. In addition, Schüco requires its suppliers to adhere to a Supplier Code of Conduct on ethical business conduct in accordance with all applicable regulations and provisions.

#### Compliance at Schüco

In the complexities of everyday business life, it is not always possible to clearly determine what is right and what is wrong. To support employees worldwide in acting ethically and in accordance with applicable laws at all times, Schüco has established a Compliance Office. Under the leadership of the Chief Compliance Officer (CCO), it informs employees about the content and significance of the Code of Conduct and conducts general and subject-specific training. The team can be contacted by employees and business partners at [compliance@schueco.com](mailto:compliance@schueco.com).

In addition, the Compliance Committee, chaired by the CCO, meets regularly. Its tasks include advising the Executive Board on national and international compliance issues. To this end, it draws on information from the Compliance Office and other relevant departments within the company. In the national subsidiaries/branches in China, the UK, France, India, Italy, Sweden, Denmark and Norway, the respective Regional Compliance Officers provide advice and report to the Compliance Office.

The Regional Compliance Officers are directly accessible to all employees of the respective subsidiary, and in all the subsidiaries mentioned above there is also a general email address for internal and external compliance matters.

#### How we deal with breaches

Schüco has a transparent complaints procedure that complies with the requirements of the Whistleblower Protection Act (HinSchG) and the LkSG. It enables individuals both within and outside the company to report actual or potential breaches of duty relating to compliance issues arising from the actions of Schüco employees, a subsidiary, customers or suppliers. These include human rights violations, breaches of social standards, working conditions or environmental regulations, white-collar crime, accounting offences, money laundering, data protection breaches, financial losses or any other type of breach of legal provisions and internal regulations.

#### How we protect whistleblowers

It is important to us that we encourage Schüco employees who have reasonable grounds to suspect a breach of our Code of Conduct to report it. Whistleblowers can be assured that their reports will be investigated with discretion and that they will not suffer any disadvantage as a result of making a report. Against this background, we have appointed an external confidential legal adviser (ombudsman) who is not subject to Schüco's instructions. The legal adviser receives all reports of breaches of laws or internal guidelines via a free portal, in confidence and, if requested, anonymously. He is available to anyone who is or may be directly or indirectly affected by the Schüco Group's business activities. This may include both Schüco employees and external parties worldwide, such as customers, suppliers, service providers and their respective employees or other affected parties. The reporting portal and the ombudsman's contact details are also published on the company website.

#### Compliance training

All employees attend a compliance training session upon joining the company and subsequently every 24 months. Anyone who has not completed a training session within 24 months is required to complete a compliance e-learning course, including a test.

At Schüco, training is delivered in person, online and via hybrid learning models. The following topics are available as training content, tailored to the specific audience:

Basic modules	Advanced modules
Compliance – why we need it	Compliance organisation at Schüco
Schüco's compliance programme	Compliance management system
Organisation of compliance	Overview of competition law
Code of Conduct and Organisational Guidelines	The aim of free competition
Confidential Lawyer and Whistleblowers	Breaches of antitrust law
Anti-corruption and gifts	Taboo topics (dos and don'ts)
Antitrust law	Dual distribution
Conflicts of interest	Legal consequences of breaches
Fraud	Handling of information

## 4.2 Anti-corruption and bribery

We rely on clear guidelines, regular training and a robust compliance programme to uphold the highest ethical standards.

At Schüco, we reject all forms of corruption. This includes bribery and accepting bribes, as well as seeking or granting undue advantage. We do not offer or grant any benefits intended to influence a person's decision, action or attitude. Nor do we ourselves accept any benefits or advantages. Furthermore, we expect our business partners to be equally committed to combating corruption.

Our publicly available Code of Conduct, formulated in accordance with the United Nations Convention against Corruption, sets out our requirements for conduct in day-to-day business that is both legally compliant and ethical. It forms the basis of the company-wide compliance programme, which also includes mandatory training and a reporting system (see also: Corporate Policy and Culture).

In addition, there is a dedicated compliance organisation in nine countries, which reports quarterly to the Schüco Group's Compliance Office. The Schüco Group's internal audit department and the central compliance team are in close contact regarding the findings and their assessment. In individual cases, this results in specific recommendations for training, site audits or further targeted measures.

To assess the effectiveness of the preventive measures in place, the internal audit department draws up an annual risk-based audit plan, which includes the issue of corruption. The plan is agreed with the Executive Board. The Compliance Department is also involved in monitoring and further developing our anti-corruption measures. We place particular emphasis on preventing corruption and bribery in the high-risk functions of purchasing and sales.

During the reporting period, there were no confirmed incidents of corruption within the Schüco Group.

### Anti-corruption: key figures

We require our employees worldwide to complete a compliance training course every 24 months, which also covers guidelines and procedures for combating corruption. Members of the Executive Board also take part in such training.

#### Compliance training within the Schüco Group

	2024	2023	Change compared to previous year in %
<b>Total participants</b>	1,809	1,732	4.4
Of which sales staff	466	326	42.9
Of which purchasing staff	54	43	25.6
Trained staff as a percentage of the total number of staff	19	18	
Trained sales staff as a percentage of the total number of sales staff	31.7	22.2	
Trained purchasing staff as a percentage of the total number of purchasing staff	40.9	32.6	
Trained staff in senior management and top management as a percentage	38.2	30.9	

## 5. Indices

ESRS topic	Corresponding GRI Standard	Chapter and link	Further information
<b>ESRS Standard 2: General Information</b>			
BP-1: General principles for the preparation of the sustainability statement	2-2: Entities included in the organisation's sustainability reporting	<a href="#">Information on the report</a>	
BP-2: Disclosures relating to specific circumstances	2-4: Correction or restatement of information	<a href="#">Information about the report</a> <a href="#">Business model and value chain</a>	
Gov-1: The role of the administrative, management and supervisory bodies	2-9: Governance structure and composition 2-12: Role of the highest oversight body in supervising the management of impacts 2-13: Delegation of responsibility for managing impacts 2-17: Collective expertise of the highest control body 405-1: Diversity within supervisory bodies and among employees	<a href="#">Corporate governance</a>  <a href="#">Diversity and Inclusion</a>	
Gov-2: Information and sustainability issues addressed by the company's administrative, management and supervisory bodies	2-12: Role of the highest governance body in overseeing the management of impacts 2-13: Delegation of responsibility for managing impacts 2-16: Communication of critical concerns 2-24: Integration of policy commitments	<a href="#">Corporate governance</a>	
Gov-3: Incorporation of sustainability-related performance into incentive schemes	2-19: Remuneration policy 2-20: Procedures for determining remuneration	<a href="#">Human and labour rights</a>	
Gov-4: Statement on due diligence	2-23: Commitment to principles and practices	-----	Not reported
Gov-5: Risk management and internal controls for sustainability reporting	2-14: Role of the highest governance body in sustainability reporting	<a href="#">Corporate governance</a>	Not reported

SBM-1: Strategy, business model and value chain	2-6: Activities, value chain and other business relationships 2-7: Employees 2-22: Statement on the application of the sustainable development strategy 3-3: Addressing material issues	<u>Business model and value chain</u>	
SBM-2: Stakeholder interests and views	2-29: Approach to stakeholder engagement	<u>Material topics</u> <u>Stakeholder management</u>	
SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	2-27: Compliance with laws and regulations 3-2: List of material topics 3-3: Approach to material issues 201-2: Financial implications of climate change for the organisation and other climate-related risks and opportunities 308-2: Adverse environmental impacts in the supply chain and measures taken	<u>Climate &amp; Energy</u> <u>Biodiversity &amp; water resources</u> <u>Resource use &amp; circular economy</u> <u>Human and labour rights</u> <u>Occupational health and safety</u> <u>Diversity &amp; Inclusion</u> <u>Career development</u>	
IRO-1: Description of the procedures for identifying and assessing significant impacts, risks and opportunities	3-1: Process for determining material topics	<u>Material topics</u>	
IRO-2: Disclosure requirements contained in the ESRS and covered by the company's sustainability statement		<u>Material topics</u>	The following topics were identified as non-material in accordance with the procedure set out under 'Material topics':  S3: Affected communities S4: Consumers and end users
MDR-P: Strategies for addressing material sustainability aspects	2-23: Commitment to principles and practices 2-24: Incorporation of policy commitments 3-3: Addressing material issues	<u>Climate &amp; Energy</u> <u>Biodiversity &amp; water resources</u> <u>Resource use &amp; circular economy</u>	

		<u>Human and labour rights</u> <u>Occupational health and safety</u> <u>Diversity &amp; Inclusion</u> <u>Career development</u> <u>Corporate policy and culture</u>	
MDR-A: Measures and resources relating to material sustainability aspects	3-3: Addressing material issues	<u>Climate &amp; Energy</u> <u>Biodiversity &amp; water resources</u> <u>Resource use &amp; circular economy</u> <u>Human and labour rights</u> <u>Occupational health and safety</u> <u>Diversity &amp; Inclusion</u> <u>Career development</u> <u>Corporate policy and culture</u>	
MDR-M: Parameters relating to material sustainability aspects	3-3: Addressing material issues	See MDR-A	
MDR-T: Monitoring the effectiveness of strategies and measures through targets	3-3: Addressing material topics	See MDR-A	
Standard ESRS E1: Climate change			
E1-1: Climate transition plan	201-2: Financial implications of climate change for the organisation and other climate-related risks and opportunities	<u>Climate &amp; Energy</u>	Not currently available; levers for CO <sub>2</sub> reduction have been identified, measures still under discussion; financial resources not currently allocated
E1-1 SBM3: Resilience analysis		<u>Climate &amp; Energy</u>	
E1-2: Strategies relating to climate protection and adaptation to climate change	302-1: Energy consumption within the organisation	<u>Climate &amp; Energy</u>	Not reported
E1-3: Measures and resources relating to climate strategies	201-2: Financial implications of climate change for the organisation	<u>Climate &amp; Energy</u>	Total emissions are not currently attributed to individual measures

	and other climate-related risks and opportunities 302-1: Energy consumption within the organisation 305-5: Reduction of GHG emissions		
E1-4: Objectives relating to climate protection and adaptation to climate change	302-1: Energy consumption within the organisation 305-5: Reduction of GHG emissions	<u>Climate &amp; Energy</u>	
E1-5: Energy consumption and energy mix	302-1: Energy consumption within the organisation 302-3: Energy intensity	<u>Climate &amp; Energy</u>	
E1-6: Gross GHG emissions for Scope 1, 2 and 3 and total GHG emissions	305-1: Direct GHG emissions (Scope 1) 305-2: Indirect energy-related GHG emissions (Scope 2) 305-3: Other indirect GHG emissions (Scope 3) 305-4: GHG emissions intensity	<u>Climate &amp; Energy</u>	Total GHG emissions are currently only reported on a market-related basis
E1-7: Greenhouse gas removals and greenhouse gas reduction projects financed through CO <sub>2</sub> credits	305-5: Reduction of GHG emissions	-----	
E1-8: Internal CO <sub>2</sub> pricing		-----	Not applicable
E1-9: Expected financial impacts of material physical and transition risks, as well as potential climate-related opportunities	201-2: Financial implications of climate change for the organisation and other climate-related risks and opportunities	-----	Not reported
<b>ESRS E3: Water and marine resources</b>			
E3-1: Strategies relating to water and marine resources		<u>Biodiversity &amp; water resources</u>	
E3-2: Measures and resources relating to water and marine resources		<u>Biodiversity &amp; Water resources</u>	
E3-3: Targets relating to water and marine resources		<u>Biodiversity &amp; Water resources</u>	
E3-4: Water consumption	<ul style="list-style-type: none"> <li>• Total water consumption in m<sup>3</sup></li> <li>• Water intensity relative to net turnover</li> <li>• Water withdrawal</li> <li>• Water discharge</li> </ul>	<u>Biodiversity &amp; Water Resources</u>	
E3-5: Expected financial impacts arising from impacts,		-----	Risk analysis not available

risks and opportunities related to water and marine resources			
<b>ESRS E4: Biodiversity and ecosystems</b>			
E4-1: Transition plan and consideration of biodiversity and ecosystems in strategy and business model	304-1: Owned, leased and managed sites located in or adjacent to protected areas and areas of high biodiversity value outside protected areas	----	Not reported
E4-2: Strategies relating to biological biodiversity and ecosystems		<u>Biodiversity &amp; Water Resources</u>	
E4-3: Measures and resources relating to biodiversity and ecosystems		<u>Biodiversity &amp; Water Resources</u>	Not available; to be developed in the context of the strategy
E4-4: Targets relating to biodiversity and ecosystems		----	Not available, to be developed within the context of the strategy
E4-5: Impact parameters relating to biodiversity and ecosystem changes	304-1: Owned, leased and managed sites located within or adjacent to protected areas and areas of high biodiversity value outside protected areas 304-2: Significant impacts of activities, products and services on biodiversity	-----	Not available
E4-6: Expected financial impacts arising from impacts, risks and opportunities related to biodiversity and ecosystems		-----	Not applicable
<b>ESRS E5: Circular economy</b>			
E5-1: Strategies relating to resource use and the circular economy	301-3 Reused products and packaging materials	<u>Resource use &amp; circular economy</u>	
E5-2: Measures and resources relating to resource use and circular economy	301-3 Reused products and packaging materials 306-2: Management of significant waste-related impacts	<u>Resource use &amp; circular economy</u>	
E5-3: Objectives relating to resource use and the circular economy	301-3 Reused products and packaging materials	<u>Resource use &amp; circular economy</u>	Targets not yet available
E5-4: Resource inputs	301-1: Materials used by weight or volume 301-2: Recycled input materials 301-3 Reused products and packaging materials	-----	Not reported
E5-5: Resource consumption	306-1: Waste and waste-related impacts		Currently not fully reported

	306-2: Management of significant waste-related impacts 306-3: Waste volumes 306-4: Waste diverted from disposal 306-5: Waste sent for disposal	-----	
E5-6: Expected financial impacts arising from risks and opportunities related to resource use and the circular economy		-----	Not reported
<b>S1: Own workforce</b>			
S1-1: Strategies relating to the organisation's workforce	403-1: Occupational health and safety management system 404-2: Programmes to improve employee skills and provide transition support	<u>Occupational health and safety</u> <u>Human and labour rights</u> <u>Diversity &amp; Inclusion</u> <u>Career Development</u>	
S1-2: Procedures for involving the company's own workforce and employee representatives regarding impacts	403-4: Employee participation, consultation and communication regarding occupational health and safety	<u>Occupational health and safety</u> <u>Human and labour rights</u> <u>Diversity &amp; Inclusion</u> <u>Career development</u>	
S1-3: Procedures for addressing adverse impacts and channels through which employees can raise concerns	2-25: Procedures for addressing adverse impacts 403-2: Hazard identification, risk assessment and investigation of incidents	<u>Occupational health and safety</u> <u>Human and labour rights</u> <u>Diversity &amp; Inclusion</u>	
S1-4: Action taken regarding significant impacts and approaches to mitigate significant risks and capitalise on significant opportunities relating to the organisation's workforce, and the effectiveness of these actions and approaches	403-3: Occupational health services 403-4: Employee participation, consultation and communication regarding occupational health and safety 403-5: Employee training on occupational health and safety 403-6: Promotion of employee health	<u>Occupational health and safety</u> <u>Human and labour rights</u> <u>Diversity &amp; Inclusion</u> <u>Career development</u>	
S1-5: Goals relating to addressing significant adverse impacts, promoting		-----	

positive impacts, and managing significant risks and opportunities			
S1-6: Characteristics of the company's workforce	2-7: Employees 401-1: New hires and staff turnover 405-1: Diversity in governing bodies and among employees	<u>Social Diversity and inclusion</u>	
S1-7: Characteristics of non-employee workers within the company's workforce	2-8: Workers who are not employees	<u>Social</u>	
S1-8: Collective bargaining coverage and social dialogue	2-30	<u>Human and labour rights</u>	
S1-9: Diversity indicators	2-9: Governance structure and composition 405-1: Diversity in governing bodies and among employees	<u>Diversity and Inclusion</u>	
S1-10: Fair remuneration		<u>Human and labour rights</u>	
S1-11: Social protection	401-2: Company benefits offered only to full-time employees, but not to temporary workers or part-time employees	<u>Human and labour rights</u>	
S1-12: People with disabilities		<u>Diversity and Inclusion</u>	
S1-13: Parameters for training and skills development	404-1: Average number of hours of training and professional development per year per employee 404-3: Percentage of employees who receive regular performance and career development reviews	<u>Career development</u>	
S1-14: Health and safety parameters	403-9: Work-related injuries	<u>Occupational safety and health</u>	
S1-15: Parameters for work-life balance	401-3: Parental leave	<u>Diversity and Inclusion</u>	
S1-16: Remuneration parameters (pay gaps and total remuneration)		<u>Human and labour rights</u>	
S1-17: Incidents, complaints and significant impacts relating to human rights	406-1: Incidents of discrimination and corrective actions taken	<u>Human and labour rights</u> <u>Diversity and Inclusion</u> <u>Corporate policy and culture</u>	
S2-1: Strategies relating to workers in the supply chain	2-23: Statement of Commitment to Principles and Practices	<u>Human and labour rights</u>	

	2-25: Procedures for addressing adverse impacts		
S2-2: Procedures for engaging workers in the value chain regarding impacts		<u>Human and labour rights</u>	
S2-3: Procedures for addressing adverse impacts and channels through which workers in the supply chain can raise concerns	2-25: Procedures for addressing adverse impacts	<u>Human and labour rights</u> <u>Corporate policy and culture</u>	
S2-4: Actions taken in relation to material impacts and approaches to managing material risks and capitalising on material opportunities related to workers in the supply chain, as well as the effectiveness of these actions and approaches	403-7: Prevention and mitigation of impacts on occupational health and safety directly associated with business relationships	<u>Human and labour rights</u> <u>Corporate policy and culture</u>	
S2-5: Objectives relating to addressing significant adverse impacts, promoting positive impacts, and managing significant risks and opportunities		-----	
G1-1: Strategies regarding corporate policy and corporate culture	205-1: Sites that have been assessed for corruption risks	<u>Corporate policy and culture</u> <u>Anti-corruption and bribery</u>	
G1-2: Management of supplier relationships		-----	
G1-3: Prevention and detection of corruption and bribery	2-16: Reporting of critical concerns 205-1: Sites assessed for corruption risks 205-2: Communication and training on anti-corruption policies and procedures	<u>Anti-corruption and bribery</u>	
G1-4: Confirmed cases of corruption or bribery	205-3: Confirmed cases of corruption and measures taken	<u>Anti-corruption and bribery</u>	
G1-5: Political influence and lobbying activities	415-1: Political donations	----	Not reported
G1-6: Payment practices		-----	Not reported

## 6. About the report

On this page, you will find relevant information on the preparation and structure of our sustainability reporting.

### **CSRD Reference Framework**

In line with the new Corporate Sustainability Reporting Directive (CSRD), we are currently updating our sustainability reporting. Until now, our biennial report has been based on the GRI Standards. This online report is the first to take into account the European guidelines for the disclosure of sustainability information, the European Sustainability Reporting Standards (ESRS). Where possible, we provide ESRS-compliant information. The 'Transparency' section outlines which additional reporting requirements have been referenced and where the relevant information can be found.

The reporting relates in large part to the Schüco Group and its fully consolidated subsidiaries. However, the information required by the ESRS is not yet collected and systematically analysed by all subsidiaries of the Group. In parallel with the reporting, new processes for group-wide data collection and analysis are currently being rolled out.

### **Basis**

A particular feature arises from the fact that, due to its legal form, Schüco International KG is not obliged to publish its financial figures in detail. For this reason, the sustainability statement does not appear in the company's management report but continues to be published as a standalone report. The Schüco Group also makes key figures, activities and economic developments available online in an annotated annual report.

The information provided here relates to the period from 1 January 2023 to 31 December 2024. It was published on 1 July 2025 and has been available online since then. The report is not subject to external audit. The next Schüco Sustainability Report will be published in 2026.

The English translation of this sustainability report was generated using artificial intelligence. In the event of any discrepancies, the German version shall prevail.

The contact person for the Schüco Group's sustainability reporting is Hannah Butz, Corporate Sustainability Manager, [hbutz@schueco.com](mailto:hbutz@schueco.com)